

REPORT

OF THE COMMITTEE CONSTITUTED
TO EXAMINE THE REPRESENTATIONS
MADE BY THE MYSORE GOVERNMENT
ELECTRICITY DEPARTMENT EMPLOYEES
AND TO MAKE RECOMMENDATIONS
THEREON



सत्यमेव जयते

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1955



Report

*of the Committee constituted to examine the Representations
made by the Mysore Government Electricity Department
Employees and to make Recommendations thereon*

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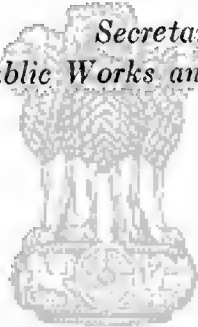
NOTIFICATION.

No. 2895—Elecl. 275-54-227, dated Bangalore, 26th September 1955.

The Report of the Committee constituted by Government to examine the representations made by the Mysore Government Electricity Department employees and to make recommendations thereon in their Order No. E.D.S. 5880-85—Elecl. 275-54-98, dated 4th February 1955, is hereby published for general information.

By Order and in the name of the Rajpramukh,

D. K. SRINIVASACHAR,
*Secretary to Government,
Public Works and Electrical Departments.*



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सत्यमेव जयते

REPORT



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CHAPTER I.

Introductory.—

1. The Committee with the personnel noted below was appointed by Government in their order No. EDS. 5810-85—Elecl. 275-54-98, dated 4th February 1955 (Annexure 1):—

1. Sri M. S. Swaminathan, I.A.S., Additional Director of Industries and Commerce (Chairman).
2. Sri N. D. M. Appa, Deputy Chief Electrical Engineer.
3. Sri K. Kannan, President, Government Electrical Department Employees' Union.

The committee was requested to examine the representations made by the Union of the Employees of the Electricity Department about their scales of pay and allowances and other conditions of service and to make recommendations to Government thereon. While dealing with this question, the committee was asked to keep in view :—

1. the financial results of the working of the Department,
2. the effect that any recommendations made by it may have on the conditions of service of other Government employees, and
3. the measures that may become necessary in order to meet the liabilities, if any, involved in the implementation of its recommendations.

The committee was also requested to forward its report to Government within a period of five months. At the time the committee was appointed, Sri K. Kannan, one of the members of the committee, was ill and it took a week for the committee to begin its work. Also, the Chairman of the committee had to be absent from headquarters for about a fortnight on account of his visit to Japan. The submission of the committee's report within the short time given for it was therefore not possible and it had to be delayed. Government were apprised of these circumstances and were good enough to extend the time for the submission of the Report.

2. After a preliminary consideration of the issues involved in the representations, the committee felt it was necessary to acquaint itself first hand with the conditions of work and living in certain generating stations and also

to interview employees working in those areas. The Chairman accordingly wrote to the Secretary to Government, Public Works and Electrical Departments on 13th April 1955 intimating him of the proposal of the committee to visit Sivasamudram and Shimshapura and requesting him to issue necessary instructions to the officers concerned to afford facilities to the committee in its work. On being reminded about the request on 26th April 1955, the Secretary to Government replied in his letter No. P. C. 16 dated 30th April 1955 that it would take some time for orders of Government to be communicated on the proposal. Finally in his letter No. P.C. 17 dated 11th May 1955, the Secretary intimated that Government did not consider it necessary for the committee to undertake any visits to the mofussil for purposes of its work.

3. The committee, however, felt that any recommendations they might make on the representations would have to be based on at least some amount of first hand knowledge and therefore visited the Electric 'A' Station, the Central Electric Stores and the New Receiving Station in Bangalore and interviewed several of the employees in those places. They interviewed also a number of employees selected by the Union who appeared before the committee. The committee in all held 25 (twenty-five) sittings.

4. The demands or representations which the committee had to consider are found in Annexure 2, a printed document dated 15th October 1953 which was an annexure to the strike notice sent to the Chief Electrical Engineer dated 25th November 1954. As the demands expressed in the Memorandum (Annexure 2) required elucidation and as the committee were eager to know on what grounds these demands or representations were made, the Union was requested to forward an explanatory statement of the grounds on which the demands were based. The written statement dated 10th May 1955 submitted by the Union will be found at Annexure 3.

5. A copy of this statement was sent to the Chief Electrical Engineer with a request to furnish the committee with his comments on the contentions raised in the statement so that the committee might understand the department's position in regard to the arguments advanced by the Union. The Chief Electrical Engineer was further informed that if he preferred to make the comments in person, the committee would be glad to hear him. Sri Chandy, Chief Electrical Engineer, replied in his

D.O. letter No. C/617, dated 12th April 1955 forwarding the department's views (Annexure 4) on the contentions raised in the statement submitted by the Union to the committee. He also regretted his inability to appear before the committee as he was "very busy owing to other engagements of the departmental works."

6. Within the limited time and facilities afforded to the committee they have gone into all the representations made by the Union and have examined them in the manner suggested in the Government Order appointing the committee. They wish to make the following recommendations on each of the 25 demands.

CHAPTER II.

Demands met by Existing Orders.—

7. It was found on an examination that, in the case of several demands, orders which were brought into effect subsequently had practically met the requirements envisaged in the demands and hence no recommendations of the committee were required on these demands. It will be convenient first to dispose of such demands. They are, Demands bearing Nos. 5, 6, 8, 9, 13, 14, 17, 20, 22 and 25. The position in regard to these demands is detailed below:—

Demand No. 5.—Working hours of the maintenance staff should be fixed and overtime should be paid two times the wages, and this payment should be made along with the pay.

8. Sri N. D. M. Appa brought to the notice of the committee that working hours of the maintenance staff have been fixed and overtime is being paid two times the wages (*vide* G.O. No. EDS. 5031-33/Elecl. 110-54-32, dated 20th December 1954—Annexure 4A). The overtime wages payment is made after preparing the necessary overtime roll every month. The committee feels that these arrangements meet the demand and hence make no further recommendations.

Demand No. 6.—Employees should be entitled to a day's off in a week.

9. It was brought to the notice of the committee that all employees except those on shift work are being given a weekly day off. As regards the persons working on shift,

the arrangement was that they should get one week off for three weeks of shift work. The committee is of the view that this meets the demand and that no recommendation is necessary.

Demand No. 8.—Employees should be provided with rain coats once in five years and to the employees in Malnad once in 3 years.

10. The committee were informed that adequate provision of rain coats is now made at a cost of about Rs. 12,000 a year so that employees could use rain coats whenever necessary for their departmental work. Hence the committee have no recommendation to make in regard to this demand.

Demand No. 9.—The time limit allowed for journey during transfers and T.A. should be the same for both Regular and Maintenance Establishments.

11. The committee were informed that the time limit for journeys during transfers and the T.A. paid for such journeys are the same for regular and maintenance establishments as per Government Order No EDS. 1691-93—Elecl. 358-53-2, dated 1st July 1954 (Annexure 5). In view of this no recommendation is necessary.

Demand No. 13.—Free Medical aid should be given to the employees and their dependents.

12. Government Order No. M. 13642-741—Med. 109-54-1, dated 4th October 1954 (Annexure 6) and Government Order No. M. 297-396—Med. 29-55-2, dated 6th April 1955 (Annexure 7) were brought to the notice of the committee. The committee feel that the orders providing concessions to Government servants and their families in respect of medical aid meets the needs of the situation. The committee understand that there are three well-equipped hospitals at the Generating Stations of the Department. And at other Colonies and Receiving Stations, arrangements are made for visits of the Assistant Surgeon of the locality as and when necessary and even special medicines which are not contemplated in the Government Order referred to above are being supplied by the Department in the interests of the health of the employees. It was also brought to the notice of the committee that no free medical aid is being given in the Electricity Departments of the neighbouring States except by providing dispensaries in Generating Stations and First Aid in Receiving Stations.

13. In the light of the above the committee feel that there is no need to make further recommendations in the matter except to say that the facilities now being afforded may be continued.

Demand No. 14.—Compensation to which the dependents of a deceased employee are entitled should be paid within 15 days after the death of the employee.

14. The grant of compensation to dependents of deceased employees is regulated by the provisions of the Workmen's Compensation Act under which the Deputy Commissioners of the Districts are authorised to grant compensation. It was brought to the notice of the committee that some times there was delay in the actual disbursement of the amount of compensation awarded by the Commissioners. It was stated that this delay was largely due to the delay on the part of the dependents in producing the necessary documents. The committee are of the view that there is generally no avoidable delay so far as the Department is concerned in the matter of obtaining or disbursing the grants. Hence the committee have no recommendation to make in this matter, except to say that the matter should be treated as emergent by all Government Departments concerned.

Demand No. 17.—Employees in Malnad should be transferred to Maidan parts if they, after a service of 3 years, desire for a transfer.

15. The committee feel that though the Chief Electrical Engineer has powers to effect transfers of men all over the State, interests of the public service ought to be the deciding factor in the regulation of transfers of public servants and that the demand as it stands suggests that certain transfers should be effected if a desire to that effect is expressed by the employees concerned. This, in the opinion of the committee, is not in consonance with the fundamental principle suggested above. Also, it was brought to the notice of the committee by Sri N. D. M. Appa that maintenance employees are recruited on a regional basis and that their gradation lists are also regional and not for the State as a whole. This means that employees in each section form one unit. The vacancies occurring in the higher cadres of each unit are filled up by the employees waiting for them in the lower cadres of that unit. Sri N. D. M. Appa explained that inter-sectional transfers entail some dislocation of chances of promotion

in each section. For example, if a man stays in a section just till promotion is secured and then obtains a transfer to another section, he automatically reduces the chances of promotion of men on the lower cadre of that section by one. Transfer solicited on motives of personal profit cannot be countenanced. The committee however feel that where on competent medical opinion it is considered desirable that an employee should be given a transfer from one area, the Department should arrange for the same promptly.

Demand No. 20.—A separate cart allowance of Rs. 60 p. m. should be paid to the Cartmen.

16. Sri N. D. M. Appa informed the committee that the Department has been able to dispense with the carts recently due to the adequate availability of lorries in the areas where carts used to be maintained. Hence the demand does not arise for consideration.

Demand No. 22.—All the women employees of the Department should be allowed to get maternity benefit.

17. The committee were informed that even the temporary women employees of the Department are entitled to maternity benefit as per Government Order No. 5262-65—Elecl. 116-52-26, dated 23rd February 1954 (Annexure 8). Hence the committee make no recommendation.

Demand No. 25.—Pay of the employees of the Maintenance staff should be disbursed without insisting on attestation if they are literate and on identification by other workmen if they are illiterate.

18. The committee examined the matter thoroughly and recognised that attestation of signatures on the pay rolls of literate maintenance men and of the identification of illiterate maintenance men are essential to rule out chances of fraud by false impersonation. All that can be recommended in the matter is that the Department should see that facility is provided in the prompt attestation of signatures of the literate men by the Gazetted Officers of the Department and that identification of the illiterate workmen is arranged for, without any inconvenience to the workmen concerned.

CHAPTER III

Other Demands.—

19. We now come to the other demands which will be dealt with in the following order:—24, 23, 21, 19, 18, 16, 15, 12, 11, 10, 7, 4, 3, 2 and 1.

Demand No. 24 :—While promotions are given, the employees of the Department should be given preference.

20. The demand is couched in rather general terms and the statement of the General Secretary of the Union in explanation of the demand does not also clarify it. Sri K. Kannan informed the Committee that in filling up of permanent vacancies in the regular executive cadre, maintenance men should be given preference in view of their service and experience. This question has been pressed on the attention of Government more than once and in Government Order No. EDS. 4660-64 Elec. 105-50-20, dated 19th January 1954 (Annexure 9) Government have fixed the proportion of graduates and non-graduates for the recruitment, promotion and allocation in the executive establishment of the Department. It is seen from this Government Order that 85 per cent of the vacancies in the cadre of operators in grade Rs. 50-5-100 shall be registered, classified and filled up by direct recruitment as per rules of recruitment and as regards the remaining, up to 15 per cent of the vacancies may be filled up by promotion of suitable men working in the maintenance establishment in the ratio of 3 special to one general. In elucidation of this Government Order Sri N. D. M. Appa, pointed out that this provision has been found more than adequate for the promotion as Junior operators of really outstanding literate men in the maintenance establishment who though not possessing the minimum technical qualification required for this grade of appointment, namely, L.E.E., are fit for such appointment, by virtue of their experience and practical knowledge. According to Sri Appa, in practice it was found that adequate number of suitable persons suitable for such promotions to the extent of 15 per cent were not always forthcoming and that no increase in this permissible limit up to which the vacancies could be filled up by promotion was necessary. The committee however wish to suggest that for the selection of maintenance men for such promotion the Department should appoint a screening committee of three senior officers of the Department.

Demand No. 23 :—The Daily Allowance of the Maintenance Staff should be enhanced to Rs. 1-8-0 per day.

21. The Daily Allowance given to the maintenance staff is covered by the provisions in the Mysore Service Regulation which controls the emoluments paid to the

employees of the Mysore Government Electricity Department in common with the other employees of Government. The Chief Electrical Engineer has thought it fit to say that the demand for increase of Daily Allowance is reasonable but the committee finds it difficult to make a recommendation in the matter as it would involve a special deviation from the Mysore Service Regulation in favour of the Mysore Government Electricity Department. Sri Kannan however felt that the Electricity Department can be treated specially because of its nature of work. But after discussion, it was felt that the claim for such separate treatment would be difficult to justify unless it be that conditions are created under which the Department need not be governed by the Mysore Service Regulation at all. The committee is not in a position to decide whether a general increase in the Daily Allowance permitted in the Mysore Service Regulation is necessary or desirable. It is also not in a position to assess the financial implications to Government, if any increase is suggested by the committee for the enhancing of Daily Allowance and hence would wish to leave the general question alone.

Demand No. 21.—Employees working in Mysore Palace should be treated on par with the other employees of the Department for purposes of pay and allowances, grades, etc., with retrospective effect from 1st July 1949.

22. In Government Order No. EDS. 3852-57—Elec. 144-51-30 dated 14th December 1953 (Annexure 10) certain officials of the Palace Electrical Department were exempted from the operation of recruitment rules for the purpose of their absorption in the Government Electrical Department. In letter No. 6375 dated 3rd May 1954, the Chief Electrical Engineer reported that clerks of the Palace Department had represented that had they remained in the Palace Department they would have got the benefit of the revision of scales of pay in the Ministerial establishment of the Palace Department on 1st August 1953. The Chief Electrical Engineer also recommended that these employees should as a special case be absorbed as II Division Clerks of the Electrical Department in grade Rs. 40-2-50—E.B. 3-80 which grade was more or less equal to the pay of III grade clerks of the Palace Department namely 40-30-70. He requested orders of Government to absorb the officials as II Division Clerks from the dates of their transfer to this Department. The Mysore Public Service Commission who

appear to have been consulted in the matter had no objection to the officials in question being absorbed as II Division Clerks. In Government Order No. E.D.S. 3084-87—Elecl. 66-54-2, dated 7th September 1954 (Annexure 11) Government have accepted the recommendation of the Chief Electrical Engineer as agreed to by the Mysore Public Service Commission.

23. The Demand now made is that employees working in the Mysore Palace Department should be treated as employees of this Department with retrospective effect from 1st July 1949. In elucidation of this demand the Union say that the Electrical employees of the Mysore Palace have been absorbed in the Mysore Electrical Department on 1st July 1949. The committee were unable even after a careful examination of the Electrical Department files on the question to find any document in any of the records to support the statement that these officials were absorbed in the Department on 1st July 1949. The Government Order dated 7th September 1954 directs that the proposal of the Chief Electrical Engineer as agreed to by the Mysore Public Service Commission is approved. The recommendation of the Chief Electrical Engineer was according to the preamble to that order that the officials concerned should be absorbed as II Division Clerks from the dates of their transfer to the Government Electricity Department. The committee were unable to find out what these dates are. On a consideration of the data available, the committee feels that the Government Order dated 7th September 1954 could be deemed to take effect from the date on which the Government agreed to exempt these employees from the operation of recruitment rules. That order is dated 14th December 1953 and the committee recommend that for the purposes of fixing their pay, etc., these employees of the Mysore Palace now absorbed in the Government Electricity Department may be given a benefit of the absorption with effect from 14th December 1953 or any date on which they were transferred to the Government Electricity Department if that date is prior to 14th December 1953.

Demand No. 19.—Employees who have to work on continuous shift for 8 hours a day should be granted a shift allowance of at least 10 per cent of their pay.

24. This demand was discussed at great length. It is ascertained that some of the industrial establishments located in Bangalore and elsewhere are giving allowances

to workers employed on night shift. The magnitude of allowance was not uniform. In some of the industrial establishments no night shift allowance is being paid. In the case of Mysore Iron & Steel Works night shift allowance of Re. 0-2-0 to each employee is paid. The justification for the payment of a special allowance to workers for those who work in the hours intended by nature as hours of relaxation, is recognised by the committee and after taking into account the nature of work in the Electricity Department they feel that the following scales of allowances are necessary and adequate.

25. For Generating Stations $6\frac{1}{2}$ per cent of monthly pay, night shift allowance provided that not less than 14 night shifts are put in during the month. In cases where a minimum period of 14 night shifts are not put in during the month or where $6\frac{1}{2}$ per cent of monthly pay works out to less than Re. 0-2-0 per night shift, the night shift allowance may be paid up to Re. 0-2-0 per night shift.

26. In the case of all other employees, *i.e.*, those who are not working in Generating Stations the committee feel that a flat rate of Re. 0-2-0 per night shift may be paid. As regards what constitutes a "night shift" the committee feel that every shift which extends into or begins from any hour between 6 P.M. and 6 A.M. should be deemed "night shift". A higher scale of allowance is recommended for Generating Stations as a greater degree of responsibility rests on the workers in these stations especially on the supervisory staff there.

27. The financial implications of the proposal are estimated to be Rs. 24,840 per annum.

Demand No. 18.—Employees in Malnad should be granted a special locality allowance of 30 per cent of their pay.

28. Sri N. D. M. Appa brought to the notice of the committee that a construction allowance of 10 per cent is being paid to all those employees on construction work. In addition according to the Government Order No. Fl. (B) 12106-206—C.R. 28-53-1, dated 30th November 1953, (Annexure 12) special locality allowance was sanctioned at the rate of Re. 0-1-0 per rupee subject to the minimum of Rs. 1-8-0 per mensem for all Government employees of certain Departments at the following places:—

- (1) Chitaldrug District—Hiriyur and Babbur Farms.
- (2) Kolar District—K.G.F. area including Bangarpet Taluk.
- (3) Mysore District—Heggaddevankote Taluk, Hunsur Taluk, Krishnarajanagara Taluk, Periyapatna Taluk.

- (4) Hassan District—Manjarabad, Belur and Alur Taluks.
- (5) Shimoga District—Shimoga, Shikaripur, Sorab, Sagar, Hosanagar, Thirthahalli, Kumsi and Bhadravati Taluks.
- (6) Chickmagalur District—Chickmagalur (except the villages of Ajjampur Hobli and Ajjampur Town, Tarikere, Koppa, Mudigere and Narasimharajapura Taluks).
- (7) Mandya District—Mandya, Maddur, Pandavapura and Krishnarajapet Taluks.

Sri Kannan stated that in a place like Jog, where the necessities of life are not easily available owing to the climatic conditions and remoteness of the place, 20 per cent of pay as locality allowance would not be enough to meet the extra cost of living there. In his opinion an increase in the allowance was very necessary to the employees in these parts.

29. A special locality allowance of 20 per cent of the pay is being paid to employees of all Departments of Government including Electricity Department in Jog. A High School has been provided for the convenience of the children of the employees at Jog and much attention is paid to the public health at the area so as to reduce very considerably the unhealthiness of the place. The committee was not put in possession of any material which could lead it to come to a definite conclusion that these allowances were inadequate. They therefore find themselves unable to make any specific recommendation for the enhancement of the special locality allowance at Jog or at other places.

Demand No. 16.—Children of the employees at Jog, Shimshapura and Sivasamudram should be given free transport to and fro the High Schools.

30. In regard to this demand the Union in their statement say :

“The sixteenth demand will be met, if High Schools are started as was promised, in Shimshapur and Sivasamudram Colonies. But till then school-going children must be given free transport to the nearest High Schools”.

31. A High School has already been opened at Jog. As regards the children of employees of Shimsha and Sivasamudram, the committee feel that it is very necessary that a High School should be opened at Sivasamudram. Such a High School could cater to the

needs of villages round Sivasamudram, like Boppegowdanapura and Sathegala, etc. Pending the establishment of a High School at Sivasamudram the committee would recommend that the Department may make arrangements for the free transport of the children of their employees in Sivasamudram and Shimshapura to the High School at Malavalli and back. It is gathered that a proposal to this effect has been made by the Chief Electrical Engineer on 30th December 1954. It is hoped that Government will kindly see their way to sanction the proposal to convey the students in question to the High School at Malavalli and back.

32. The financial implication of the proposal to establish a High School at Sivasamudram is estimated to be Rs. 14,000 (recurring expenditure). The cost of transportation to be incurred till the High School is established is estimated at Rs. 7,000 a year.

Demand No. 15.—The extra premium charged by the Insurance Department, to the employees who carry on hazardous work should be borne by the Electrical Department.

33. The committee are of the view that this demand is reasonable and recommend that the extra premium charged by the Insurance Department on account of hazardous work which falls to the lot of employees of the Mysore Government Electricity Department should be made good by the Department.

34. The financial implications of this proposal is estimated to be Rs. 16,800 per annum.

Demand No. 12.—Pension to the retired employees should be sanctioned within fifteen days after retirement.

35. Sri N. D. M. Appa brought to the notice of the committee several Government Orders bearing on this subject. Prior to 1926 there were no easements to maintenance staff on retirement. In 1928 a scheme of provident fund for the benefit of maintenance staff was introduced, the employees paying 0-0-6 in the rupee and the Government contributing 0-0-3 in the rupee towards provident fund. Service Registers for the maintenance staff were introduced in 1936.

36. The committee have reason to believe that the delay complained of is likely to arise in the case of employees of the Department who entered the Department prior to 1936 whose pension cases have to be settled in the absence of records prior to that date as also the case

of those whose service records were destroyed in the accident at Sivasamudram in 1944. In regard to these cases it has been ordered that the Mysore Services Regulation Article 415 be amended by the provision of following exception :—

“ In the case, however, of employees of the Electrical Department who entered service in the Department prior to 1936 and whose pension cases have to be settled in the absence of records prior to that date, and in the case of those whose service records were destroyed in the accident that occurred at Sivasamudram in 1944, certificates granted by retired Gazetted Officers even after the lapse of years, may, as a special case, be accepted when they are countersigned by the Chief Electrical Engineer of Mysore in token of his being satisfied that the retired Gazetted Officers were actually in the service of the Electrical Department.”

37. The committee feel that this exception will go a long way to dock the delays in the sanction of pensions to such employees. As for the delays experienced in normal pension cases, Government have recently passed orders in their No. Fl.(B) 5935-4034—Pens. 3-55-1, dated 30th June 1955 (Annexure 13) issuing certain directions in regard to expeditious settlement of pension claims. The committee hope that these directions of Government will be implemented fully by the Department and that no room is given for the employees who have put in long years of service to feel distressed at the delay in sanctioning the benefit which is so legitimately due to them.

38. As for anticipatory pension, the committee assume that the facility available to employees in all other Government Departments will be available in the same measure to employees in the Government Electrical Department.

Demand No. 11.—Children of the employees should be granted freeships for furthering their studies.

39. The attention of the committee was drawn to the recommendation of the Pay Commission summarised at

page 363 of the Central Pay Commission, in the course of which it is stated :—

“It is recommended that a beginning be made with a scheme for helping members of the subordinate grade in the services in the matter of the education of their children. In Rule 1101 of the State Railway Establishment Code, the words excluding the ‘inferior servants’ from the benefit of that chapter must be omitted. Persons drawing a salary of Rs. 100 or less per month may be paid by the State a contribution of 75 per cent of the tuition fee in the case of children of Class IV and 50 per cent of the fee in the case of children of Class III employees. The contribution might be given up to the higher secondary stage or a corresponding stage of technical education.”

40. The Central Pay Commission was appointed to enquire into and report on the conditions of servants of subordinate Central and Railway services as well as to establishments. These recommendations, therefore, do not *ipso facto* apply to the employees of State Government Departments. However, that may be, the need to provide the maximum facilities possible to the children of low paid employees is incontrovertible. However, it is difficult, in the opinion of the committee, to consider the question of treating the children of the employees of the State Electricity Department in a specially favourable way as distinct from the children of other Government employees. No valid argument is available to support such a discriminatory treatment. However that may be, it is admitted that this question has to be tackled from the point of view of providing facilities for the education of the children of low paid Government employees in general. In fact, Sri Kannan, however, maintains that the demand is not for any discriminatory treatment and that the demand is worded in the way it is because the Union can only speak for the Electric Department employees. The cost of any such concession granted to Government employees in general is obviously a burden on the general tax payer who has a right to ask why the low income groups of the general public should not be given the same concessional treatment as is given to the Government employees. The State has certain inescapable obligations under the

Constitution for providing free and compulsory education up to a certain level specified in the Constitution. The committee find it difficult therefore to recommend that children of the employees of Government Electricity Department should be granted freeships merely because they happen to be children of the employees of a Government Department. On a deep consideration of the matter they feel that they should enjoy concessions no greater or no less than those enjoyed by the children of other Government employees.

Demand No. 10.—Pay should be disbursed to all the employees on the 1st of every month.

41. This demand was carefully examined by the Committee by first hand enquiry. It is disclosed as a result of this that an important reason which has contributed to delay was the fact that in preparing the Pay Roll of the temporary men, their attendance for the last few days of the month could not be presumed as in the case of permanent employees. The Pay Roll in the case of permanent establishment is prepared two or three days before the end of the month and got audited by the beginning of the succeeding month thus enabling disbursement of their pay on the first of the month. In the case of temporary establishment disbursement has to wait till the attendance of these men for the whole month is certified. It is, therefore, found in practice not possible to make payment to the temporary men round about the same time the payment is made to the permanent men, that is, during the first week of the following month. Further, payment to the temporary personnel has to be effected, according to the existing rules, in the presence of gazetted officers of the Department after necessary identification. The reason for this identification has been dealt with while considering of another demand. Thus some amount of delay in the payment of temporary men is unavoidable. But on a consideration of the matter, the committee feel that the Department could make arrangements so as to be able to make disbursement to the temporary employees also within at least the 10th of the following month. They recommend accordingly.

Demand No. 7.—Employees should be provided with uniforms including footwear.

42. The committee inspected some of the "workshops" of the Department in Bangalore and found that

adequate protective gear in the shape of leather overalls, gloves, etc., were provided by the Department for all work likely to endanger or soil the workmen's personal clothing. As regards uniforms suggested for the purpose of identification, the Department has provided identification badges with photographs for all persons whose work necessitates identification and involves contact with the general public and entry to private premises. Uniforms have been provided by the Department for all office menials. Sri Kannan brought to the notice of the committee that employees are provided with uniforms in the case of Railways, Posts and Telegraphs, etc. Electrical employees in places like Delhi, Ahmedabad, Kanpur, Mangalore and Hyderabad have also, he stated, been provided with uniforms. He felt that uniforms should be provided similarly to the electrical employees of the State. The committee on a full consideration of the matter feel that provision of uniforms to all grades of employees is neither practicable nor necessary. The workmen who are employed to work on machines should be provided with such protective clothing as will safeguard the personal clothing of the workmen. Such protective clothing is, in fact, made available by the Department though we find that many of the persons working on machines preferred not to use them as they were somewhat cumbersome. As regards clothing for the purpose of identification, the committee feel that the system in vogue of providing the employees with badges and photographs is safer and more in accordance with the practice in other large industrial undertakings of a similar nature.

Demand No. 4.—All the temporary employees who have completed a service of two years should be made permanent. Other temporary employees who have completed one year service should be allowed to get all benefits and facilities given to the permanent employees.

43. This demand engaged the committee's attention for several days of sitting. The Electricity Department employs a large number of men about 6,000 on temporary construction works. These men know well enough that their employment will only last till the completion of the work taken on hand and no guarantee, expressed or implied, is given by the Department for continuance of the employment or for re-employment. In the past, it has so happened that due to the continually expanding activities of the Department a number of construction works

were taken one after another which made it possible for the Department to employ a large number of men switching them over from one work to another with the result that there are at present a number of workmen who could claim to have served the Department continuously or intermittently for a considerable number of years. There being no record of the service of these employees, the committee were unable to determine exactly the number of such employees and for the periods for which they had worked for the Department. However, it was not denied by the Department that there are quite a large number of such employees.

44. According to the existing rules such men are not entitled to pension or any retirement benefit. The committee feel that though it is true that the employment of such a large number of men by the Department directly on a temporary basis could perhaps have been avoided by entrusting the construction works to private contractors as is done elsewhere in India, these employees do have some claim for consideration at the hands of the Department as they have put in long though not continuous service. The demand as it stands namely, that all temporary employees who have completed a service of two years should be made permanent is rather difficult to accept. The vacancies in the permanent cadres of the Department are fixed in number and are correlated to the needs in the different categories of work required for maintenance jobs. The temporary employees cannot expect to be absorbed in these vacancies merely by virtue of their service on temporary construction works. One of the serious difficulties in the way would be that the permanent jobs are more or less specialised ones of different categories whereas temporary men are to a large extent men lacking in such specialised ability or training. But as stated before, the committee feel that something should be done to recognise the services of even these temporary men who have served the Department faithfully for long periods. After considerable discussion the committee have agreed to recommend the following:—

45. (1) A gratuity of 15 days' basic wages for 312 days of work whether continuous or broken may be given in the case of all temporary employees who have put in 5 years or more of service prior to the final termination of their employment. This period of 5 years should be reckoned from 1st April 1955. The gratuity shall be

payable only on final termination of employment. Final termination of employment will be presumed if the worker is not employed within a period of 6 months from the date of termination of the last employment. Gratuity shall not be payable for terminations effected as disciplinary measure in which case a written intimation of termination shall be given to the employee in question.

46. (2) Persons who have put in a service, continuous or intermittent, for a total period of 5 years or more as temporary employees as on 1st April 1955 should be deemed eligible for consideration in filling up of permanent vacancies in the maintenance establishment which arise after 1st April 1956. Preference shall be given to such employees, having regard, however, to the suitability of the employee to the category of the vacancies and rules of recruitment.

47. (3) The committee wish also to recommend that while terminating the services of these temporary employees by reason of completion of the work for which they were engaged, due regard shall be had to the length of service put in by the workers, the seniority being decided as amongst the persons employed on each work. The category of the profession or trade to which the person belongs will also naturally be a relevant consideration.

48. (4) At the time of recruiting the men for temporary works in a locality preference shall be shown to applicants who have served the Department on temporary works previously and whose services were terminated for reasons other than as a disciplinary measure or infirmity. The category of the profession or trade to which the person belongs will also naturally be a relevant consideration.

Demand No. 3.—Every employee should be provided with decent living quarters and such of those who are not provided with quarters should be paid Rs. 15 as house rent allowance per month.

49. The committee inspected the living quarters provided by the Department for their maintenance men attached to the New Receiving Station, Bangalore. The quarters provided are substantially built, well-designed and the accommodation is adequate. Free electricity and water are provided to all maintenance personnel getting a pay of Rs. 100 and less who are

provided with quarters. The Department has provided with quarters to all the departmental employees (permanent) except in the City of Bangalore. Wherever such quarters are not provided outside Bangalore, action is now being taken to build them.

50. According to the information furnished by the Chief Electrical Engineer, the practice in Madras is that wherever power houses or major stations exist, quarters are provided for the Operation Shift Staff only. In Generating Station areas, quarters are made available to members other than Operation Shift Staff on payment of prescribed rates. Monthly paid Operating Staff who are not allowed Departmental quarters in certain municipal towns are given a house rent allowance. In Andhra, free residential quarters are not provided for non-gazetted staff. They are provided only for establishments stationed in project areas. In Travancore and Hyderabad free quarters are not provided for the non-gazetted staff.

51. As regards free lighting also the practice in Mysore appears to be more generous than elsewhere.

52. As regards free water supply, the Department is providing water to all non-gazetted employees of the Department who have been given quarters. In Madras, it is restricted only to employees in the bigger projects. In Andhra, Travancore and Hyderabad, this concession is not available.

53. It is seen that in the matter of provision of free quarters, free lighting and free water supply, the Mysore Government Electricity Department has been treating its employees more generously than the other Electricity Departments in South India. The demand now is "that all employees of the Department should be provided with decent quarters and that such of those who are not so provided should be paid Rs. 15 per month as House Rent Allowance". It is assumed that this demand has reference only to the employees getting Rs. 100 and less. Sri Kannan also suggested that the allowance proposed should be paid to all employees of the Department with a pay of Rs. 100 or less.

54. The matter was discussed at considerable length. The peculiar nature of the work in the Electricity Department especially in Mysore with its long stretches of overhead transmission and distribution lines necessitates the having of essential men grouped together available in an emergency.

The practice therefore now in vogue in the Department to provide all essential men in Generating Stations and elsewhere with free quarters is therefore quite justifiable. As regards Bangalore City, there are about 1,500 employees in the Department concentrated here. Not all of them perhaps could be deemed to be essential in the generally accepted sense of the term. The demand that all the employees of the Department should be provided with free quarters or compensatory allowance in lieu thereof is therefore rather difficult to accept, if the demand is as Sri Kannan suggested to apply to all the employees irrespective of whether they are essential or not. If this demand is to be accepted in regard to even the non-essential men whose duties in the Department are very similar to those of other non-gazetted officers in other Departments of Government, there is no particular reason why they should be provided with this amenity by Government while other similarly paid non-gazetted officers of Government lack this amenity. The question as to whether all non-gazetted officers of Government should be provided with free living quarters or not raises an issue beyond the scope of the terms of this committee. The committee feel that there is no reason why essential men, such as Operators, Line Inspectors, Maintenance Staff, etc., serving in Bangalore should not be treated on a par with similar employees serving elsewhere in the State. Their duties and responsibilities are identical with similar men posted elsewhere in the State and any differentiation in treatment is neither defensible nor convenient on administrative grounds. The committee therefore recommend that 10 per cent of the basic pay or Rs. 5 per month whichever is higher should be given as House Rent Allowance to executive and maintenance staff and other employees deemed as essential by the Department, getting a pay of Rs. 100 or less. This allowance shall be paid so long as quarters are not provided. We would strongly recommend that the Department should take action to put up quarters in Bangalore City also as it is very necessary to have essential men even in Bangalore grouped together so as to be available in emergencies as elsewhere in the State.

Demand No. 2 :—The lowest paid employee in the Department must get Rs. 40 as Dearness Allowance per month.

55. The Dearness Allowance paid to the employees of Government Electricity Department is regulated by

orders which applied to all other Government employees. The allowance which was Rs. 18 p.m. for a menial was increased to Rs. 23 p.m. during the year 1952. It stands at this figure even now.

The allowance is, it is presumed, a supplementary payment to a Government employee to offset the increased cost of living. The working class cost of living index in Bangalore City from January 1945 to February 1955 based on the figures published by the Labour Department of the Mysore Government were examined (Annexure 14). It disclosed that since January 1953, when the working class cost of living index of Bangalore stood at 357, the index has fallen steadily and stands on February 1955 at 304. only 3 points above the average cost of living during 1949 and 42 points below average for 1952. In the face of this fall in the working class cost of living index, it is rather difficult for the committee to recommend the demand for the consideration of Government. The committee feels however not called upon to recommend to Government any reduction in the Dearness Allowance for some time more to come as they feel that the impact of the economic currents started by developmental activities of the Five-Year Plan have yet to develop in full. It was pressed on the committee's attention by Sri Kannan that the D.A. paid by certain industrial establishments privately owned and others owned by the Central Government in the State were on a far more generous scale than those paid by the State Government to its employees. The committee recognises the disparity but do not find in it sufficient argument to support an enhancement of the State's scales of Dearness Allowance. Whether by paying higher scales of Dearness Allowance to its employees in the State, the Central Government creates an inconvenient anomaly or not is a highly debatable point. It is essentially a matter to be considered at Government level and this committee would leave it to Government for such consideration as they deem fit.

Demand No. 1.—The pay scale of the employees of the Electrical Department should be changed as follows :—

(a) The clerks should be regrouped into 3 grades as given below :—

(i.) I Grade; Rs. 100-10-200-20-300

(Qualification ; Departmental Codes and Accounts
Higher, Graduates).

- (ii) II Grade Rs. 80-10-140-15-300
(Qualification: Departmental Codes and Accounts
Higher, passed Intermediate).
- (iii) III Grade: Rs. 60-5-100-10-150
(Qualification: Departmental Codes and Accounts
Higher, Passed S.S.L.C.).
- Commerce graduates should be started on Rs. 116.

	Rs.
(b) (i) Line Inspectors and Operators ...	150-10-200
(ii) Sub-line Inspectors and Assistant Operators.	100-10-150
(c) Maintenance Staff ...	35-2-45
The grade being running ...	45-3-60
	60-4-100
	100-5-150
(d) (i) Scavengers, Sweepers and Peons ...	35-2-45
(ii) Daffedars ...	45-3-60
(iii) Gollars ...	45-3-75

56. According to information furnished by the Chief Electrical Engineer the scales of pay in the Mysore Government Electricity Department and other neighbouring States Electricity Departments are as set out in Statement (Annexure 15). It will be seen that the scales in Mysore broadly speaking, compare favourably with the scales in other Electricity Departments.

57. Corresponding to the Mysore Scales of 25-1-30 the Madras and Andhra Scale is 18- $\frac{1}{2}$ -25 and the Travancore Scale is 25- $\frac{1}{2}$ -30 for gardeners and cleaners and 25- $\frac{1}{2}$ -35 for watchmen. For coolies, the Mysore Scale is 25-1-30 whereas Madras and Andhra pay is 20-1-25. In the case of fitters, helpers, plumbers who are paid in Mysore 25-1-30, Madras and Andhra pay 20-1-30. For Pipe Line Founders, Trolley helpers who are paid 30-1-35 in Mysore, Madras and Andhra pay 25-1-35. For Fitters and Mechanics who are paid 45-3-60 in Mysore, the corresponding grade in Andhra is split up into 40-2-60, 45-2-65-1-70 and 50-3-60 whereas in Travancore the grades are 30-60 and 35-3-65/E.B. 3-80. For the next scale of 60-4-100 in Mysore, the corresponding grades in Madras are 45-2-65, 60-2-80 and 70-3-100 whereas in Andhra the grades are 60-3-90 and 50-2-70. In Travancore, the regular establishment grade is Rs. 35 to 100 as per details furnished in the statement. The details of the further grades also are detailed in the statement.

58. It is therefore quite clear that the grades allowed in the Mysore Electricity Department compare favourably with the grades of the similar employees in the other

South Indian Electricity Departments. Sri Kannan brought to the notice of the committee that in the Delhi State Electricity Board, the lowest paid employee in the Board gets Rs. 30 in grade 30-1-40. The committee feel that it is very difficult to draw a parallel between the conditions of work in the Delhi State Electricity Department and the work in this State Electricity Department. The committee feel after deep considerations that the conditions of work in the neighbouring States of South India are more comparable to those in Mysore State.

59. There is another important aspect of the matter which has to be taken into consideration in considering any demand for the upgrading of the scales of pay in the Department which is now operating on a strictly commercial basis. The Chief Electrical Engineer has brought to the notice of the committee that the working of the Department during 1954-55 has disclosed a loss of 13.48 lakhs (*vide* Annexure 16). So long as the Department is not able to balance its gross revenue against working expenses and the interest on capital invested by Government in the Department it is difficult to see how any proposal for revision of scales of pay can be seriously considered except it be for the removal of any glaring anomalies. The committee do believe the financial results of the Department can be improved in due course by rationalisation of its technical and administrative organisation by suitable improvements calculated on the one hand to save the loss now incurred by the Department owing to frequent failures or drops in the voltage and leakages of revenue occasioned by inadequacy in the supervisory staff. Improvement in the revenue could also be expected by a more rational system of rates structure. These questions are being tackled by other expert committees appointed by Government and it is hoped that suitable action will be taken. Till then the committee feel that any question of general upgrading of salaries for any category of employees may have to wait. The committee has taken this view on a consideration also of the fact that the pay scales in Mysore State compare favourably with the grades of pay in other neighbouring States of the Electricity Departments.

60. There is however one anomaly in the Mysore State scale which in the opinion of the committee seem to require urgent attention. The sweepers and scavengers whose pay scales of Rs. 18- $\frac{1}{2}$ -22 for urban and Rs. 14- $\frac{1}{2}$ -18

for the rural areas. This distinction is not made in the scales of pay for any other grades of pay in the Department. As the type of work is not different between urban and rural areas, the committee feel that this distinction ought to go and that the urban scales of pay, namely Rs. 18-½-22, may be sanctioned for the sweepers and scavengers and menials in the rural areas also.

61. Sri Kannan was unable to associate himself fully with the views of the committee in regard to Demands Nos. (1) and (2), and wished to make the following remarks in regard to them :—

Regarding Demand No. 1.

62. “ It has been stated that the wage scales in Mysore State compare favourably with the scales of pay in other States. Scales of pay in Andhra, Madras and such other States have also been compared. I must state that the data furnished by the Chief Electrical Engineer may not give a full picture of the comparative position. The committee neither had the first hand knowledge of the conditions of service nor had the first hand information and data concerning the conditions in other Electric Departments and concerns. It could be seen that a minimum pay of Rs. 30 is paid in various Electric Departments and concerns in places like, Delhi, Cawnpur, Ahmedabad, Baroda, Nasik and Mangalore, whereas in Punjab and Madhya Bharat Rs. 24 and 20 respectively is the minimum pay. But in Mysore the minimum pay has been Rs. 14 for the last eight years. The comparison between different grades of pay in the neighbouring States with Mysore is also not proper and correct.

63. The present wages in the Department do not come to the level even of the wages recommended by the Department itself in 1947 in which the minimum pay proposed is Rs. 20.

64. The existing wage structure of the Electric Department has no rational basis. Changes have been made now and then, but no attempts have been made to standardise the wage rates and to keep in line with the modern trends.

65. Generation and distribution of electricity is an industry and the employees engaged in this industry should be placed on par with similar employees elsewhere. Further, it is accepted that the Electric Department is run on commercial basis. Therefore the fact that these

employees are Government employees should not create any difficulty in fixing the living wages for employees of this Department.

66. It has been argued that the Department has been incurring losses. It is very difficult to accept this statement. The argument that no revision of scales is possible now because of the losses, is in my opinion unacceptable. No industry has a right to exist if it cannot pay living wages to its workers.

67. The question of living wage—the absolute minimum which can assure to the workers the essentials of life—is urgent. The present wages are far below the living wage. A living wage is the first condition that needs to be fulfilled if labour's status of co-partner is to be properly established and such status, in its turn, is the pre-condition to the establishment and maintenance of industrial peace.

68. I feel that revision of wage scale is essential and immediate and therefore cannot agree to the views expressed in this regard.

Regarding Demand No. (2).

69. The object of paying Dearness Allowance is to compensate the rise in price and thus see the standard of living of the employee does not fall. It is a known fact that the present Dearness Allowance paid to the employees of the Electrical Department is inadequate to fulfil this function.

70. It has been stated that there has been a steady fall in the cost of living index in the recent times. The Dearness Allowance paid to these employees was not linked to the cost of living index nor was based on any scientific calculation. The Dearness Allowance has been a flat and fixed amount for all the employees. When the cost of living index was much higher than what it is today, the employees were never paid a higher Dearness Allowance to neutralise the rise in price at that time. The Dearness Allowance should be revised and fixed on a rational basis to fulfil the object for which it is paid."

CHAPTER IV.

Financial Implications and Conclusion.—

71. The financial implications of the recommendations made by the Committee so far are summarised below :—

	Rs.	
Demand No. 1	...	9,600
Demand No. 3	...	1,00,000
Demand No. 4	...	45,000
		Assuming (1) that temporary men will be employed on the same scale as heretofore and (2) that 25 per cent of them become entitled to gratuity.
Demand No. 15	...	16,800
Demand No. 16	...	7,000
Demand No. 19	...	24,840
Demand No. 21	...	4,200

These recommendations have special reference to the conditions of work in the Electrical Department and do not, in the opinion of the Committee, create repercussions on other Government Departments or Industrial concerns.

72. It is true that, strictly speaking, the additional expenditure cannot be considered unless the Department which seeks to work as a commercial concern is able to balance its budget, let alone show a profit. But the Committee after careful consideration are of the view that the recommendations now made are such as cannot be put off till the Department is commercially speaking able to foot the bill. The Committee feel, on the contrary, that the early implementation of these recommendations though temporarily burdensome will so improve the morale of the employees as to secure their wholehearted co-operation with the Department. The Committee has already referred to the ample scope that exists for augmenting the revenues of the Department by a rationalisation of the rate structure and general reorganisation of the Department.

73. Further, when the generating capacity of the Mahatma Gandhi Hydro-Electric Station is fully utilised the revenues of the Department ought to register a firmly upward trend making it possible for the Department to bear this extra expenditure,

74. Until such time, the Committee feel that the Government may well view this as a necessary addition to the working expenses of the Department, which will be gradually offset by the improved earnings of the Department.

75. It may not be out of place to mention also that the acceptance of these recommendations would be wholly in line with the traditional policy of the Government of Mysore in the matter of creating happier conditions of work for their employees.

M. S. Swaminathan,
Chairman.

. D. M. Appa,
Member.

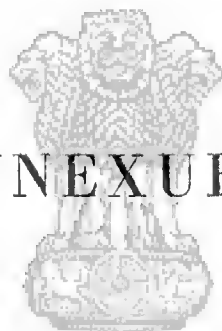
Bangalore,
July 30, 1955.

K. Kannan,
Member.



नमो भगवते वासुदेवाय

ANNEXURES



सत्यमेव जयते

Annexure 1.**PROCEEDINGS OF THE GOVERNMENT OF MYSORE**

**Order No. E.D.S. 5880-85/Elecl. 275-54-98, dated Bangalore,
the 4th February 1955.**

Certain representations were made by the Union of the employe of the Electrical Department about their scales of pay and allowance and other conditions of service. These were discussed sometime ago but no settlement was reached. The Union thereupon called a strike which has since been called off in pursuance of the Government's decision to appoint a Committee to go into the representations and to make recommendations to Government.

Government are accordingly pleased to appoint the following Committee to examine the abovementioned representations of the Electrical Department Employees and to make recommendations:—

- 1 Sri M. S. Swaminathan, I.A.S.,
Additional Director of Industries and Commerce
(Chairman).
- 2 Sri N. D. M. Appa,
Deputy Chief Electrical Engineer.
- 3 Sri K. Kannan,
President, Government Electrical Department
Employees' Union.

The Committee will, in dealing with the question, keep in view:

- (i) the financial results of the working of the Department ;
- (ii) the effect that any recommendations made by it may have on the conditions of service of other Government Employees ; and
- (iii) the measures that may become necessary in order to meet the liabilities, if any, involved in the implementation of its recommendations.

The Committee is requested to forward its report to Government within a period of five months.

(Sd) H. CHANNAIAH,
For Secretary to Government,
Electrical Department.

Annexure 2.

MEMORANDUM OF DEMANDS OF THE ELECTRICAL EMPLOYEES PRESENTED BY THE GOVERNMENT ELECTRIC DEPARTMENT EMPLOYEES' UNION.

1. The pay scale of the employees of the Electrical Department should be changed as follows :

(a) The clerks should be re-grouped into three grades as given below :

	Ra.
(i) 1st Grade ...	100—10—200—20—300
(Qualification—Departmental Codes and Accounts Higher, Graduates).	
(ii) 2nd Grade ...	80—10—140—15—300
(Qualification—Departmental Codes and Accounts Higher, Passed Intermediate).	
(iii) 3rd Grade ...	60—5—100—10—150
(Qualification—Departmental Codes and Accounts Higher, Passed S.S.L.C.)	

Commerce Graduates should be started on Rs. 116.

	Ra.
(b) i. Line Inspectors and Operators ...	150—10—200
ii. Sub-Line Inspectors and Assistant Operators ...	100—10—150
(c) Maintenance Staff—	<div style="display: inline-block; vertical-align: middle;"> <div style="font-size: 3em; vertical-align: middle; margin-right: 5px;">{</div> <div> 35—2—45 45—3—60 60—4—100 100—5—150 </div> </div>
The grade being running ...	
(d) i. Scavengers, Sweepers and Peons ...	35—2—45
ii. Daffedars ...	45—3—60
iii. Gollars ...	45—3—75

2. The lowest paid employee in the Department must get Rs. 40 as Dearness Allowance per month.

3. Every employee should be provided with decent living quarters and such of those who are not provided with quarters should be paid Rs. 15 as house rent allowance per month.

4. All the temporary employees who have completed a service of two years should be made permanent. Other temporary employees who have completed one year service should be allowed to get all benefits and facilities given to the permanent employees.

5. Working hours of the maintenance staff should be fixed and overtime should be paid two times the wages, and this payment should be made along with the pay.

6. Employees should be entitled to a day's off in a week.

7. Employees should be provided with uniforms including foot-wear.

8. Employees should be provided with rain coats once in five years and to the employees in Maluad once in three years.

9. The time limit allowed for journey during transfers and T.A. should be the same for both Regular and Maintenance Establishments.

10. Pay should be disbursed to all the employees on the 1st of every month.

11. Children of the employees should be granted freeships for furthering their studies.

12. Pension to the retired employees should be sanctioned within fifteen days after retirement.

13. Free medical aid should be given to the employees and their dependents.

14. Compensation to which the dependents of a deceased employee are entitled should be paid within fifteen days after the death of the employee.

15. The extra premium charged by the Insurance Department to the employees who carry on "hazardous" work should be borne by the Electrical Department.

16. Children of the employees at Jog, Shimshapuram and Sivasamudram should be given free transport to and fro the High Schools.

17. Employees in Malnad should be transferred to Maidan parts if they, after a service of three years, desire for a transfer.

18. Employees in Malnad should be granted a special locality allowance of 30 per cent of their pay every month.

19. Employees who have to work on continuous shift for eight hours a day should be granted a shift allowance of at least 10 per cent of their pay.

20. A separate Cart allowance of Rs. 60 per month should be paid to the Cartmen.

21. Employees working in Mysore Palace should be treated on par with the other employees of the Department for purposes of pay and allowances, grades, etc., with retrospective effect from 1—7—49.

22. All the women employees of the Department should be allowed to get Maternity Benefit.

23. The 'Daily Allowance' of the Maintenance Staff should be enhanced to Rs. 1—8—0 per day.

24. While promotions are given, the employees of the Department should be given preference.

25. Pay to the employees of the Maintenance Staff should be disbursed without insisting on attestation if they are literate and on identification by other workmen if they are illiterate.

15—10—1953

(Sd.) K. KANNAN,
President.

Annexure 3

MEMORANDUM SUBMITTED BY THE GOVERNMENT ELECTRIC DEPARTMENT EMPLOYEES UNION TO THE COMMITTEE APPOINTED TO MAKE RECOMMENDATION IN REGARD TO PAY SCALES AND SERVICE CONDITIONS OF ELECTRICAL EMPLOYEES.

1. The present pay structure and conditions of employment of the Electrical Department employees are wholly out-dated. It is obvious that this structure and these conditions have been in vogue for very many years and were probably in time with the social and economic conditions of an antiquated era. They have not been revised in recent times in the light of modern, social and economic conditions, nor on the principles of salary fixation and terms of employment which are now universally accepted. Consequently, pay scales and service conditions of employees of the Electric Department of our State are violently out of step with modern conditions and at variance with modern concepts of remuneration for work. The great task and privilege of recommending just, reasonable and fair remuneration and conditions of employment to Electrical employees have been entrusted to this Committee. It is entirely within the powers of this Committee to so frame its recommendations as not only to remove the long standing hardships and inequities but also to ensure that the employees are enabled to work and live as contented and hard working citizens of our country, contributing to its enrichment through so vital an industry.

2. The first demand of the Union concerns the pay structure of various categories of employees of the department. Looking at the present salaries of these employees from the angles social and economic justice, it will be seen that they are very inadequate, according to the standards obtaining in other industries and other progressive States in the country. On examination it will be clear the salaries of the Electrical employees of the State will not stand comparison with those of their brethren in the Central Government or other Engineering Industries.

3. This Electricity Industry in the State is a State monopoly and a very thriving one. Like any other industry it has un-skilled, semi-skilled, skilled and highly-skilled employees. But the glaring disparity between the incomes of the top men in this industry and those at the lowest rung of the ladder must arrest the attention of a casual observer. The lowest income is almost a fiftieth part of the highest income. The pay rates, demanded by the union are extremely moderate in that the least-paid scavenger is to get only Rs. 35 a month. This is much below the income of a scavenger attached to Central Government services. After revising the pay of the un-skilled employees, those of other categories must be upgraded. It is needless to attempt to bring in figures to show that the salaries of the employees are below living wages. But it must be relevant to examine the economic effect of low salaries on these employees. An economic survey of the condition of the employees, will show that the lowest-paid categories in the industry

are in a miserable plight and the employees, belonging to the lower middle class, after a few years of service, either lose their ancestral property, if they have any, or get sunk in debts.

4. It has not been seriously contended that the Electrical employees have no case for wage-increase. But off and on it is suggested that the industry has no capacity to pay living wages. The indisputable principle of industrial relations is that no industry need exist on the distress wages of the employees. But in this vital Government-owned industry, with its monopolist character, it is all the more incumbent upon the Government to pay living wages to its employees.

5. Again it has been argued that the Electrical Department is a branch of the Government and so low salary is justified, because other Government servants are paid low-salaries. First of all, this industry, which generates and distributes electricity is an industry, pure and simple, and it must be treated on commercial and industrial basis. Owing to certain causes in the past, it might have been convenient to treat the electricity industry as a department of the Government. But sooner or later it is going to be an autonomous industry. So it will be realistic, if the employees are treated squarely as industrial employees. Secondly to argue that a Government servant, because he serves the public must content with starvation wages is callous. In this connection, an edifying passage in the report of the Central Pay Commission (para 2, page 27) reads :

“ We have given anxious and careful thought to the problem. We recognise that even if wages in private employment could be allowed to be fixed by pure bargaining—but this too is no longer the case—the application of some moral principle is expected when the Government happens to be the employer. We must also recognise that wage conditions reflect in a large measure the political development at which the community has arrived. It is common knowledge that people in India (as elsewhere) have of late been influenced by the trend towards socialism. Experience of war service and high wages, paid during the war, have created a ferment and changed outlook. Classes who were hitherto content to accept their lot now show an intolerance of unsatisfactory conditions of work and increased desires to improve their standard of living. The sufferings of the humbler classes of public servants, during the war years have created in their mind a bitterness which belated and grudging measures of relief have not by any means helped to assuage. The growth of Trade unionism in the services is in great measure due to the feeling that they were being ill-paid and exploited ”.

6. In recent years, especially since the end of war the principles of salary fixation have been firmly settled and universally accepted and in a way this Committee is bound by those principles, though in the application of those principles to the instant case improvisations are necessary and understandable. Opinions, recommendations, reports, awards and judgements of various experts, Enquiry Committees, Industrial Tribunals, Labour Appellate Tribunals, Courts of

enquiry and finally the Judicial courts are abundant on these matters and it is only in the light of these data supplemented by its own investigations that this committee should give its recommendations. The cardinal principle that the unskilled employee, doing purely routine manual work which requires neither skill nor literacy should be paid a basic wage that should be sufficient to maintain his standard-size family by providing it with food according to nutritional standards laid down by nutritional experts, a reasonable and determined quantum of fuel and lighting, habitable and hygienic housing, a quantum of clothing based on cultural and traditional standards of his class and his region and an allowance for miscellaneous expenses according to the irreducible minimum requirements as found and accepted by competent authorities. All or any of these constituent items of basic minimum wages of an unskilled worker may be investigated into, by this Committee or the data already available may be adopted. This basic minimum wage of an unskilled employee is the corner stone of the pay structure of all classes of employees and this Committee has the duty of fixing it and in relation to it the entire structure of pay of the employees of the Electrical Department.

7. The existing salaries of the employees of the Electrical Department were not fixed on any rational basis but in a Recardian way, taking advantage of chronic poverty and unemployment in the society; and therefore, it behoves the employers of this industry to grant them living wages, leading others, as exemplary employers.

8. During the war years the prices of articles of consumption and services shot up into a spiral, while salaries remained stationary. So to offset the rise in prices, the employers and the Governments were compelled to accept the principle of paying dearness allowance. The actual amounts of D. A. paid have varied from one employment to another and from one class of employment to another within the same industry. The purpose of paying Dearness Allowances is accepted to be to compensate the rise in prices, so that in the face of rising prices the employee's standard of living does not fall, precipitously plunging him in misery and degradation. In order to meet this purpose, the rise in price should be fully neutralized by adequate scales of D. A. particularly in the case of lower categories of employees. At present the D. A. paid fails to fulfil this function and the employees find themselves utterly unable to make both ends meet. Their standard of living has gone down absolutely. Thus if the D. A. has to fulfil its function of neutralizing the rise in cost of living, the amount should be commensurate with such rise. The amounts of Dearness Allowance demanded by the employees err on the side of minimum and even if fully paid as per their demands, the amounts would not neutralise the rise in prices fully.

9. The third demand is for decent houses for the employees. Many of the employees are given houses. Many of the houses, given to low-paid employees are too small, inconvenient and not built according to health standards. Those of the employees, who are not given houses, in all equity, must have the benefit of house rent allowance, as asked for. As a matter of fact the justness and reasonableness of the demand has already been conceded by the Government in the course of conciliation proceedings, during which

they had agreed to pay such of those employees who have not been allotted quarters, a house rent allowance equal to 10 per cent of their basic pay. The central pay commission which went into the question of pay structure and conditions of employment of Central Government servants thoroughly, has accepted the employee's claim for house rent and it is since being paid to Central Government servants.

10. The fourth demand concerns the temporary employees. What is requested is bare justice to this class of employees. Although these employees are in fact permanent employees and are in service for several years, the Government has given them the colourable designation of temporary employees. Among them there are people, who have put in more than 25 years service. They are the most exploited section of the employees. They enjoy no privileges as, holidays with pay, sickness insurance, retrenchment or retirement gratuity or old age pension. They have no security of employment. In fact, many of the statutory benefits are denied to them by ignoring or circumventing industrial law. They are employed, so long as they enjoy popularity with departmental officials. All the labour laws of the land give them no protection, for the departmental officials treat those laws with scant courtesy. Because one arm of the Government is the employer, the labour department has not enforced these laws to the favour of employees of the Electrical Department. Finding themselves somehow, for the employed period, on low wages, these men join the miserable army of the unemployed, when they are thrown out. Hence, this demand is for social justice to these men. In fact recognising the justness of the employee's demand, the Government had agreed in the course of conciliation proceedings to pay compensation to temporary employees according to the provisions of Industrial Disputes (Amendment) Act, 1953 and to extend these provisions to employees terminated on grounds of continued ill-health.

11. It is submitted that the Government have not given effect to several Acts which normally apply to all Industrial establishments. Though this is against law, the employees are helpless in the matter as the Government is the agency to enforce these laws in cases of breaches of law by itself. This committee should therefore investigate these matters and make effective recommendations for strict enforcement of industrial law.

12. The fifth and sixth demands are for fixation of number of hours of work, weekly holidays, overtime pay and date of payment. These are regulated by various industrial Acts and there need be no difficulty as these concessions simply involve acting in accordance with the statutory provisions.

13. Demands 7 and 8 relate to supply of uniforms including footwear and rain coats. The principle in respect of these demands is as follows :—

Where the employees' work involves more than normal wear and tear of clothing and footwear, and where his duties need him to wear distinct dress, etc., and where costly equipment such as a rain coat is a necessity and involves heavy drain on the employees' slender pay packet, he should be provided with such clothing, footwear and equipment, that is, rain coat in this case. It may be

pointed out that the employees of the Electrical Department have to handle goods and work in workshop, etc., and as such their clothing gets abnormally soiled and worn out and as such they are to be granted uniforms and footwear, as also the employees working as linemen, or Inspectors, etc., because they have to show their distinct identity in public. As these workers have to work and travel in rain, they should be supplied with rain coats.

14. The ninth and thirteenth demands are being met.

15. Regarding the tenth demand, there will be no difficulty, if the provisions of the payment of wages Act are strictly followed.

16. The eleventh demand is made to fulfil the aspirations of the employees to have their children well educated. At present the employees are unable to educate their children on account of mounting educational expenditure on one hand and inadequate pay on the other. This demand is conceded by the Government of Madras.

17. The twelfth demand is made to obviate delay in payment of pension. This delay in the payment of pension is not occasional but has become a rule. A number of months, sometimes years, have to pass before a retired servant can get his pension. Nobody cares what happens to the man, feeble and unearning, during this interval. This delay causes unnecessary human suffering.

18. The fourteenth demand falls within the scope of Workmen's Compensation Act. There is now unconscionable delay in granting the benefits under this Act.

19. The fifteenth demand is a modest one, which is in keeping with the practise, obtaining elsewhere in respect of employees of Industries in most civilised countries. This demand was accepted by the Government during the course of conciliation proceedings.

20. The sixteenth demand will be met, if High Schools are started as was promised in Shimshapur and Sivasamudram colonies. But till then school-going children of employees must be given free transport to the nearest High Schools.

21. The employees must be transferred from Malnad area to Maidan area after a service of 3 years if they so desire in keeping with the usual practice.

22. Malnad is known for its ill-health. So to keep an employee and his family in good health, extra nutrition and care have become necessary. So the employee must have his income enhanced. As a matter of fact, in some parts of Malnad a locality allowance equal to 20 per cent of basic wage is already in vogue. The principle underlying this is that an employee living under unpleasant or unhealthy conditions must be compensated. The existing 20 per cent must be raised to 30 per cent and extended to all parts of Malnad.

23. The nineteenth demand envisages extra monetary payment to an employee to compensate the tedium engendered by working eight hours continuously. This demand has already been conceded during conciliation proceedings.

24. The twentieth demand is for an allowance to meet the wear and tear of the cart used in certain stations and the cost of maintaining it.

25. Electrical Employees of the Mysore Palace have been absorbed by the Department on 1st July 1949 and the twenty first demand requests that these men must be granted service conditions, similar to their fellows in the department, from that date of absorption. This demand is purely for equality of treatment.

26. The twenty-second demand is in consonance with the provisions of Maternity Benefit Act, so that the woman employees may have certain period of leave with pay immediately before and

after child-birth. The Government conceded this demand during the conciliation proceedings.

27. The twenty-third demand is to enhance the daily allowance of the Maintenance men to Rs. 1-8-0. Twelve annas as now paid in the shape of daily allowance, is inadequate to serve the purpose.

28. The Twenty-fourth demand is made with a view to see that the just claims of an employee are not over-looked, in filling up vacancies of higher posts. At present, the employees of lower categories are not given preference in filling up vacancies in higher posts. There is absolutely no reason why an experienced employee, if found suitable, should not be promoted to a higher post when vacancies occur.

29. The twenty-fifth demand is for doing away with a difficulty, experienced by workmen while receiving their salaries and it may be met without much ado.

30. In submitting this memorandum, the Union requests the committee to prepare a questionnaire, to be answered by employees, so that the committee may have a sample survey of the economic condition of the various categories of employees in this industry. Another questionnaire regarding the service conditions of employees of Electric Departments of other States and other comparable industries may also be prepared and relevant data collected for information.

31. The Union begs to state that in case the Government files a statement in reply to this memorandum, the Union will file a

Annexure 4.

DEMAND OF MYSORE GOVERNMENT ELECTRICAL
DEPARTMENT EMPLOYEES' UNION.

Demand No. 1, Pay Scales.—The scales of pay of the employees of the Electrical Department, Government of Mysore, are very favourable compared to other neighbouring States around Mysore State. (Please see Statements 'A' and 'B'). There is no scope for comparison with Central Government (where living costs are extremely high). The cost of living in Mysore States is definitely lower even when compared to Madras, Andhra and Hyderabad States. The pay of the Scavengers of the Electrical Department can only be compared to the pay of other similar individuals in other Government Departments of Mysore State or in the neighbouring States, but not to the Central Government service.

The pay scales are based on the universal principle of type of work done which forms the cost of material produced and not on the number of individuals in the family of the worker.

The Department has revised the pay scales three times and taking the lowest scale which was Rs. 15—1—20 originally which was later on changed to Rs. 20—1—25 and in 1947 this was changed to Rs. 25—1—30, correspondingly increasing the other scales. On the other hand the pay scales of other officers have been reduced gradually from what they were originally getting when Sivasamudram generated a meagre quantity of power.

It is of interest to note that except for those in Bangalore the employees of the Electrical Department enjoy benefits which individuals in other departments in the State and in the neighbouring States do not have. Some of these are : free houses for those getting Rs. 100 p.m. and less, immaterial as to whether they are people required for essential work or for ministerial work, free electricity to all non-gazetted officers, free water, free medical aid with well-equipped hospitals in Generating Stations and supply of special medicines and of providing primary and middle schools in Generating Stations.

When compared with those working in a factory the above benefits add to the great advantage and qualify for an increased standard of living apart from the other benefits such as leave with pay (casual leave of 20 days per year, one month privilege leave for every 11 months of service and furlough leave with pay, etc.), injury leave, deputation on increased wages on construction works, pension, etc., etc., and all these for our departmental employees who work only 206 days in a year against 283 working days in a factory. Thus it is seen that our departmental employees are definitely treated to have a better living than not only employees in other Government departments in the State but even those in the neighbouring States.

The statement that the houses given to our employees are not built according to health standards is far from truth, and the question of increasing the pay scales just because some of the top men are having higher emoluments is irrelevant.

Statement 'C' enclosed indicates the balance sheet and shows a loss of Rs. 13.48 lakhs for the year 1954-55, and thus like any other industry the Electrical Department is now not in a position to consider any revision of even the pay scales of our maintenance men.

Demand No. 2.—The Dearness Allowance which was previously Rs. 18 for a menial has been increased to Rs. 23 during the year 1952, and any consideration of increase of this item is a general one of the State. But it is seen that the cost of living is on the decrease now-a-days than what it was before.

Demand No. 3.—As already stated the houses which are provided for our employees are some of the best and the statement that they are not built according to health standards is far from the truth. It is to be stressed here that the idea of providing quarters by Government for Electrical Department employees is to have the men available in an emergency.

Statement 'D' (Item No. 1) enclosed herewith indicates that no free quarters are provided anywhere except in Generating Station and project areas of the neighbouring States. Hence I am of opinion that a house rent allowance equal to 10 per cent of the basic pay, in lieu of quarters, should be considered for those who are to be available in an emergency.

Demand No. 4.—We have about 6,000 temporary employees who have been engaged on temporary construction works which are now coming to a close. Further construction works cannot be taken due to our Generating Station capacities being fully loaded. The procedure in this Department has been to engage temporary labourers on temporary construction works and when some works on which they are engaged are about to close, and if other new construction works are taken up simultaneously, they are continued as such and thus providing employment has been in view and receiving greatest consideration by this Department.

In many cases permanent vacancies that have arisen have been offered to the temporary employees who had been engaged on temporary works now and then, but totalling about 2—3 years. But they have not taken advantage of the same but have refused on the basis that their emoluments as temporary employees are higher than it would be if they accept a permanent job.

The procedure in Madras, Andhra and Travancore Electricity Departments of neighbouring States is that labourers are employed on daily wages for temporary works which range anywhere from 6—10 years and are terminated without notice or any other consideration, and no previous notices are required to be given as the employees are well aware as to the period of temporary construction works.

However, I feel that such of those employees who will be engaged hereafterwards on temporary construction works and who would put in a continuous service of more than two years be given the benefit of entitling them to a gratuity of 15 days' pay for every year of completed service when their services are terminated for want of work or when they retire due to old age and ill-health.

The question of enforcement of several Acts which apply to industrial establishments can only be considered when such sections

of the Department which fall under the purview of such Acts are finalised and registered. Even then those who are now governed under M.S.R. cannot seek the benefit of both M.S.R. and Factory Act.

Demand No. 5.—Overtime wages for those who are governed under M.S.R. are paid under M.S.R. However, this was considered to be increased. Government have been addressed and their sanction has been obtained to pay two times the wages for the overtime.

Demand No. 6.—Fixation of number of hours' work—Weekly holidays for those governed under M.S.R. are being allowed under M.S.R. but temporary employees are given a day off per week.

Demand No. 7. Uniforms.—The work of the employees in this Department does not involve more than normal wear and tear. Regarding the wear and tear of footwear, conveyance allowance is paid to those who have to cover distances. For identifying the employees of the Department badges have been given which have to be worn over their clothing.

The procedure of giving uniforms is not in vogue in other Electricity Departments.

Demand No. 8.—Rain coats are provided in the Stations and Service Stations for use during rain by the staff on duty.

Demand No. 9.—Time limit allowed for journey during transfer and travelling allowance for Maintenance Establishment.

This is in vogue.

Demand No. 10.—Payment of wages is being made on the 1st or 2nd. But payment to temporary labourers will be arranged to be made within ten days.

Demand No. 11.—Freeship to children of the employees.—I have nothing to say, as this is a general question for all employees.

Demand No. 12.—Pension to the retired employees.—Settlement of pension within 15 days after retirement is impossible, as services will have to be verified in Audit and in Accountant-General's Office and papers are to be prepared. However, it is seen that the Government have taken steps to improve matters in this aspect.

Demand No. 13.—Free Medical Aid.—This is given to all employees of this Department even before the order was made a general one. It may be of interest to note that three well-equipped hospitals are available in our Generating Stations and in other colonies and Receiving Stations the Assistant Surgeon of the locality visits as and when necessary and even special medicines which are not contemplated under free medical aid are being supplied by this Department in the interest of the employees.

As against this no free medical aid is given in other Electricity Departments of the neighbouring States except providing Dispensaries in Generating Stations and First Aid Boxes in Receiving Stations.

Demand No. 14.—Compensation to the dependents of the deceased employees.—The Department follows the Workmen's Compensation Rules and deposits the amount with the Commissioner of Workmen's Compensation.

Demand No. 15.—Extra premium charged by the Insurance Department to the employees carrying out hazardous works.—I very strongly feel that the extra amount must be met by the Government. But no other Electricity Department of the neighbouring States pays the extra premium.

Demand No. 16.—Children of the employees in the Generating Stations to be given free transport to and fro from High Schools.—A High School in Jog has been opened recently and Middle and Primary Schools are provided in all the Generating Stations. Concession rate of transport for children of employees at Sivasamudram and Shimshapura for to and fro from High School is in existence. In fact not even Primary and Middle Schools are provided in the Generating Stations of other neighbouring States. I intend to approach the Government for having a High School at Sivasamudram which would cover both Sivasamudram and Shimshapura.

Demand No. 17.—Transfer of employees from one place to another.—The existing rules empower the Chief Electrical Engineer to transfer the employees from one place to another. But the difficulty especially with regard to the transfer of the employees from Malnad to Maidan area has been that those from Maidan area are unwilling to go in place of those to be transferred from Malnad area. However this is being made as far as possible.

Demand No. 18.—30 per cent Special Locality Allowance for those employed in Malnad.—Special Locality Allowances other than for unhealthy places are given to those working in Project areas of Malnad in the Electrical Department of the neighbouring States. Contrary to this those working in Jog of this Department are being granted 20 per cent Special Locality Allowance, as Jog is considered entirely different from the surrounding areas of Malnad. This Locality Allowance for those getting Rs. 50 per mensem and below and residing at Jog is covered by Government Order dated 30th November 1953. Any increase of this is a general question.

In this connection it is of interest to note that Malaria is being rooted out from the Malnad areas under the many Co-operative Schemes and foreign aids.

Demand No. 19.—Shift Allowance.—Shift allowance is given to those who are working in Generating Stations and main Receiving Stations in the Electricity Department of Madras and not in any other Electricity Department. The Operators, the Junior Engineers and others who have to be on continuous duty of 8 hours without a break for supervision of control board, etc., may be considered for the Shift Allowance.

Demand No. 20.—Cart Allowance.—When sufficient number of lorries were not available in the Department we had to resort to hiring of carts for transport of materials, etc. As sufficient number of lorries are now available in the Generating Stations, carts are dispensed with and hence the demand does not arise.

Demand No. 21.—The Electrical Employees of Mysore Palace to be treated on par with other employees of the Department.—This has been done as per Government Order dated 14th December 1953.

Demand No. 22.—Maternity Leave.—I strongly recommend that maternity benefit be extended to those who are on temporary works.

Demand No. 23.—Daily Allowance.—This demand is a general one and applies for all the Government servants. I have nothing to say on this. The demand however is reasonable.

Demand No. 24.—Promotions.—Absorption of temporary men to Maintenance Establishment is based entirely on the ability of the individual and the type of work for which the men are required and cannot be based on seniority. Those having special skill would naturally be given preference when vacancies requiring such category of work arise.

Demand No. 25.—Attestation.—Attestation of workmen's signatures by the concerned officers on roll is a necessary arrangement to avoid fraud and audit requirement and hence the demand is superfluous.

(Sd.) G. CHANDY,
Chief Electrical Engineer.



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Annexure 4-A.**PROCEEDINGS OF THE GOVERNMENT OF MYSORE.**

Read—

Government Order No. E.D.S. 4446-48—Elecl. 86-47-26, dated the 30th June 1948, passing orders in respect of the grants of overtime allowance to the employees of the Electrical Department.

2. Letter No. A-321, 48673, dated the 1st December 1954, from the Chief Electrical Engineer, stating that under the Factories Act payment of overtime allowances accrues where a worker works in a Factory for more than nine hours in any day or for more than 48 hours in any week and that he shall, in respect of overtime work be entitled to wages at the rate of twice his ordinary rate of wages and requesting sanction to adopt the rule of the Factories Act for payment of overtime wages in the Electrical Department also.

ORDER No. E.D.S. 5031-33—Elecl. 110-54-32,
DATED BANGALORE, THE 20th December 1954.

It is hereby directed that the provision of law may be followed in this behalf.

(Sd.) H. CHANNIAH,

For Secretary to Government,
Electrical Department.

Annexure 5.**PROCEEDINGS OF THE GOVERNMENT OF MYSORE.**

Letter No. 60643, dated the 17th February 1954, from the Chief Electrical Engineer requesting sanction of Government to extend all the rules of privileges of Joining Time to the Maintenance Establishment men of the Electrical Department, as prescribed in Chapter IX, Joining Time, of Mysore Services Regulations.

ORDER No. E.D.S. 1691-93—Elecl. 358-53-2,
DATED BANGALORE, THE 1st JULY 1954.

Sanctioned.

(Sd.) H. CHANNIAH,

For Secretary to Government,
Electrical Department.

S.O.

Annexure 6.

GOVERNMENT OF MYSORE.

REVENUE DEPARTMENT.

G.O. No. M. 13642-741—Med. 109-54-1, dated 4th October 1954.

Medical Aid.

Passes orders, *re* ——— to Government servants and their families.

ORDER No. M. 13642-741—MED. 109-54-1, DATED BANGALORE,
THE 4TH OCTOBER 1954.

The Committee constituted in Government Orders Nos. M. 7849-51 Med. 68-48-4, dated 7th August 1950 and M. 451-52—Med. 77-51-3, dated 14th April 1952, in connection with the revision of hospital charges, recommended that all Government servants and their families be given free medical treatment.

2. Government in agreeing with the above recommendation are pleased to accord sanction to the following concessions in respect of medical treatment for all Government servants in the State :—

(1) All Government servants and their families will be entitled to free treatment in all Government and Local Fund Hospitals and Dispensaries both as out-patients and as in-patients.

The term “family” means the wife, legitimate children and step-children of a Government servant residing with and wholly dependent upon him.

(2) They will be entitled to accommodation as in-patients with reference to salary drawn by them as indicated below.—

- | | |
|---|---|
| (i) Salary Rs. 100 per mensem and below ... | General wards. |
| (ii) Salary above Rs. 100 per mensem and up to Rs. 200 per mensem. | Rs. 2-8-0 paying wards or similar wards. |
| (iii) Salary Rs. 200 per mensem and above and up to Rs. 500 per mensem. | Three bedded paying wards or similar wards. |
| (iv) Salary Rs. 500 per mensem and above and up to Rs. 800 per mensem. | Two bedded paying wards or similar wards. |
| (v) Salary Rs. 800 per mensem and above ... | Single bedded wards. |

(3) Treatment will not include tonics and special medicines which are not ordinarily kept for use in the hospitals. The Government servant concerned will have to pay for such special medicines and

tonics. This does not mean that the patient will be denied the free use of a drug which though new to medical science is acknowledged to be of paramount importance in the treatment of diseases such as Streptomycin, Penicillin, etc.

(4) They will be entitled to free treatment in their houses when in the opinion of the Medical Officer the case is of such nature that the patient cannot be moved to the hospital without grave danger to the life of the patient, or where the matter is of such urgency that for immediate treatment the Medical Officer has to proceed to the residence of the patient and treat him.

(5) Patients will have to make their own arrangements for conveyance to go to the hospitals and return home, except in cases where the Government servant suddenly falls ill when on duty in any place where there are no medical facilities and has to be removed to the hospital quickly. In such cases cost of transport of the Government servant to the nearest hospital for proper treatment will be borne by Government.

(6) Government will bear the cost of treatment of a Government servant for the purpose of protecting himself by prophylactic inoculations and vaccinations against infectious diseases if his duties require that he should move or reside in areas where there are likely to be infectious diseases.

(7) No Government servant who has put in less than six months service will be eligible for these concessions.

(8) No Government servant will be entitled to any free treatment by Dentists or Oculists for purposes of removal of teeth or prescription of glasses or for supply of dentures nor will Government bear the cost of new glasses or dentures as the supply of the same does not come under the category of medicine or treatment.

(9) These concessions will not apply to Government servants who are on deputation or on leave outside the State and will apply only to Government servants in service and not to retired officials.

(10) No Government servant will be entitled to free treatment in any Government hospital for venereal disease or for a disease brought about by his intemperance or in a Mental Hospital.

(11) Government servant taking ill while travelling outside the State on duty will be reimbursed by the Government according to the following scale of medical charges incurred by him for treatment in any Government hospital of the State where he took ill. These scales are the maximum and are payable if supported by proper vouchers only under special orders of Government :—

<i>Salary</i>	<i>Medical Charges</i>
Rs. 100 per mensem and below ...	Rs. 2 (Rupees two only) per day.
Above Rs. 100 per mensem and up to Rs. 200 per mensem.	Rs. 3-8-0 (Rupees three and annas eight only) per day.
From Rs. 200 per mensem and up to Rs. 500 per mensem.	Rs. 5-0-0 (Rupees five only) per day.
From Rs. 500 per mensem and up to Rs. 800 per mensem.	Rs. 6-8-0 (Rupees six and annas eight only) per day.
From Rs. 800 per mensem and above ...	Rs. 7-8-0 (Rupees seven and annas eight only) per day.

Government reserve the right to interpret or vary these rules and the decision of Government in any particular case will be final.

K. THIPPERUDRIAH,
Secretary to Government,
Revenue Department.

To—The Director of Medical Services in Mysore, Bangalore.
 The Director of Public Health in Mysore, Bangalore.
 The Accountant General through Finance Department.
 The Other Heads of Departments.
 The Secretaries to Government.
 The Deputy Commissioners and Special Officers of Districts.
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Annexure 7.**GOVERNMENT OF MYSORE.****REVENUE DEPARTMENT.****G.O. No. M. 297-396—Med. 29-55-2, dated 6th April 1955.****Clarification.**

— to G.O. No. M. 13642-741—Med. 109-54-1, dated 4th October 1954, *re.* Medical Aid to Government servants and their families.

READ—

Government Order No. M. 13642-751—Med. 109-54-1, dated 4th October 1954, sanctioning certain concessions in respect of Medical Treatment to Government servants and their families in the State.

2. Letter No. G. C. 628-4, dated 24th December 1954, requesting further instructions on certain points.

3. Un-official Note No. C. 9-187—54-55, dated 2nd February 1955, from the Director of Public Health, furnishing his views in the matter.

**ORDER No. M. 297-396—MED. 29-55-2, DATED BANGALORE,
THE 6TH APRIL 1955.**

The Director of Medical Services has sought instructions on the following points :—

(i) No specific data is prescribed in Government Order, dated 4th October 1954 to find out whether the patient is a Government servant or a member of his family. A declaration may be taken from the Government servant to the effect that he is a Government servant (with his designation) if he seeks admission. If a member of his family seeks admission, the declaration will be taken from the Government servant, or from the guardian, if Government servant does not accompany the patient.

(ii) There are some special medicines (specialities of firms) which are supplied from Government Medical Stores, to all the hospitals in the State, like cibazol, folvorn, etc. If these medicines have to be given free to Government servants, they could be given so long as they are available in stock, and when they are not available in stock, it is for orders of Government whether the patients may be asked to purchase such medicines themselves or the same will have to be purchased locally by the hospital authorities and supplied. If they have to be purchased locally and supplied, then the budget grants under Hospital Necessaries of all hospitals will have to be suitably increased.

(iii) It is stated in Government Order, dated 4th October 1954 that the Government servants with a salary of Rs. 200 per mensem and above and up to Rs. 500 per mensem are entitled to accommodation in three-bedded paying wards or similar wards. But some

hospitals like Victoria Hospital do not have three-bedded wards. It appears much better to correlate the income of the patient with the ward charges rather than the number of beds in a ward as noted below :

I. In all General and Special Hospitals except Mental Hospital and Sanatoria.

- | | |
|---|--|
| 1. Salary of Rs. 100 per mensem and below. | General wards. |
| 2. Salary above Rs. 100 and up to Rs. 200 per mensem. | Rs. 2-8-0 paying ward or any paying ward just below Rs. 2-8-0. |
| 3. Salary of Rs. 200 per mensem and above up to Rs. 500 per mensem. | Rs. 4 paying ward or any paying ward just below Rs. 4 |
| 4. Salary of Rs. 500 per mensem and above up to Rs. 800 per mensem. | Rs. 5 paying ward or any paying ward just below Rs. 5. |
| 5. Salary of Rs. 800 per mensem and above. | Rs. 10 paying ward or any paying ward just below Rs. 10. |

II. In respect of Sanatoria.

1. P. K. Sanatorium, Mysore—
 - (i) Salary of Rs. 100 per mensem ... and below. Narayanaswamy Ward of annas eight.
 - (ii) Salary above Rs. 100 per ... mensem and up to Rs. 500 per mensem. Second Class Special Wards of rupee one.
 - (iii) Salary of Rs. 500 per mensem... and above. First Class Special Wards of Rs. 3.
2. Other Sanatoria :—(S.D. S. Sanatorium and T.B. Sanatorium, Civil Station, Bangalore, and T.B. Hospital, Davangere).
 - (i) Salary of Rs. 100 and below ... Paying Wards—B Class of annas eight.
 - (ii) Salary above Rs. 100 per ... mensem and up to Rs. 500 per mensem. Paying Wards—A Class of rupee one.
 - (iii) Salary of Rs. 500 per mensem and above. Special Wards of Rs. 2-8-0.
 - (iv) To collect the difference in rates from such patients who are eligible to be treated in Rs. 2-8-0 paying wards if they prefer to be treated in Rs. 4 or Rs. 5 Special Wards;
 - (v) Exempting Government servants and their families from payment of X-ray, Pathology and Operation charges ;
 - (vi) To give effect to the Government Order, dated 4th October 1954, from the date of the Government Order, i.e., 4th October 1954.

It is directed that the following procedure be observed in giving effect to the Government Order, dated 4th October 1954 :—

(i) Government servants should obtain a certificate from the officers under whom they are employed to the effect that they are employes of particular sections. This would cover the family members who are entitled to free medical aid also, if the persons present a certificate and further declare that the patient is a member of the family, who is entitled to receive free medical aid.

(ii) Medicines and drugs which are not usually stocked in the Medical Stores and stocks of special medicines like cibazol, folvorn, etc., when exhausted need not be purchased. Special and costly medicines must be purchased by the patients themselves. The intention of the Government being to provide free medical facilities to Government servants on a common basis, ordinary routine medicines, diet and in-patient facilities may be given free to Government servants.

(iii) The income of patients may be correlated with ward charges as indicated by the Director of Medical Services.

(iv) The difference in rates may be collected from such patients as are eligible to be treated in Rs. 2-8-0 paying wards if they prefer to be treated in Rs. 4 or Rs. 5 Special Wards.

(v) Government servants and their families are exempted from payments of X-ray, Pathology and Operation charges.

and

(vi) The Government Order dated 4th October 1954 will take effect from the date of order, i.e., 4th October 1954.

K. THIPPERUDRIAH,

Secretary to Government,
Revenue Department.

To—The Director of Medical Services in Mysore, Bangalore.

The Director of Public Health in Mysore, Bangalore.

The Director of the All-India Mental Health Institute and
ex-officio Superintendent, Mental Hospital, Bangalore.

The Accountant General, Mysore, Bangalore.

The Other Heads of Departments.

The Secretaries to Government.

The Deputy Commissioners of Districts and Special Officers of
District Boards.

Annexure 8

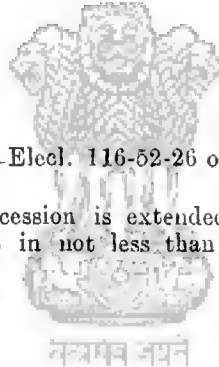
FINANCIAL SECRETARIAT

Sanctions the extension of the Benefit of Maternity Leave to Temporary Married Women Employees.

ORDER No. F1. 6247-6341—S. & A. 74-48-1, DATED BANGALORE,
THE 3RD DECEMBER 1948.

Government are pleased to direct that a married woman employee holding no lien on a permanent post be granted maternity leave as in the case of one holding a lien on a permanent post, provided an employee of the former type has put in a minimum service of three years though on a temporary basis.

Necessary amendments to the Mysore Service Regulations will issue separately.



(Sd). M. SHAMANNA,
Financial Secretary.

EDS. No. 5262-65—Eleccl. 116-52-26 of 23-2-1954 :

NOTE:—The above concession is extended to temporary employees who have put in not less than two years of continuous service.

S.O.

Annexure 5.

GOVERNMENT OF MYSORE.

ELECTRICAL DEPARTMENT.

G.O. No. EDS. 4660-64—Elec. 105-50-20,
dated 19th January 1954.

Graduates and Non-Graduates.

Passes orders regarding the fixation of proportion of — for the recruitment, promotion and allocation, etc., in the executive establishment of the Electrical Department.

READ—

Government Order No. EDS. 9-14—C, dated the 9th October 1943, laying down revised rules of recruitment to the executive establishment of the Electrical Department.

2. The undermentioned Government Orders issuing instructions regarding the starting pay to be given to the Diploma and Certificate holders of the School of Engineering and to the Graduates in the executive establishment of the Electrical Department and also re: the rules of recruitment and promotions to the grade of Rs. 80—5—125 (since revised to Rs. 100—10—150) in the executive establishment of the Electrical Department :—

- (a) Government Order No. EDS. 2935-37—Elec. 231-45-5, dated 7th June 1946.
- (b) Government Order No. EDS. 859—Elec. 231-45-10, dated 2nd October 1946.
- (c) Government Order No. EDS. 1756-58—Elec. 231-45-15, dated 23rd December 1946.

3. Government Order No. Fl. 2010-70—S. & A. 25-47-6, dated the 21st September 1947, sanctioning the revision of the scales of pay of the non-gazetted employees in the several Departments of Government.

4. Government Order No. EDS. 3852-56—Elec. 54-47-4, dated the 8—14th March 1950, directing that Engineering Graduates employed in the Electrical Department be appointed on a salary of Rs. 116 per month and be on probation for two years, at the end of which they will get Rs. 150 in the scale of Rs. 150—10—200 provided that their work during the probationary period has been found satisfactory, and that the proportion for promotion among Graduates and Non-Graduates be in the ratio of 2 : 1.

5. Correspondence ending with Un-official Note No. 7—53-54—P.S.C., dated the 21st May 1953, from the Secretary, Public Service Commission, conveying the suggestions of the Commission on the subject of the fixation of proportion between Graduates and Non-Graduates in the executive establishment of the Electrical Department and other allied matters.

ORDER No. EDS. 4660-64—ELECL. 105-50-20, DATED BANGALORE,
THE 19TH JANUARY 1954.

The question of fixing a proportion between Graduates and Non-Graduates for promotion in the Executive Establishment of the Electrical Department has been engaging the attention of Government. The Public Service Commission who were consulted in the matter have made the following recommendations :—

A. RECRUITMENT AND PROMOTION.

(i) The existing executive establishment of the Electrical Department may be bifurcated into two separate cadres, *viz.*, (a) Graduate Cadre and (b) Non-Graduate Cadre, as in the Public Works Department.

(ii) The sanctioned strength of this establishment may be reallocated between the two cadres as noted below :—

As existing		As re-distributed		
Appointment	Pay	Sanctioned strength	Number fixed for graduate cadre	Number fixed for non-graduate cadre
	Ra.			
Chief Electrical Engineer.	1,200—50—1,400	1	1	...
General Superintendents.	800—50—1,000	2	2	...
Superintendents, I Grade.	500—25—750	11	11	...
Superintendents, II Grade.	300—25—500	12	12	...
Assistant Superintendents.	250—20—450	32	16	16
Junior Engineers ...	200—25—350	39	20	19
Operators ...	150—10—200	74	62	62
Operators ...	100—10—150	200	...	150
Operators ...	50—5—100	386	...	386
Total ...		757	124	633

(iii) The strength in the grade of Rs. 150—10—200 may be increased by 50 posts by upgrading a similar number of appointments in the grade of Rs. 100—10—150. These 124 posts may be divided in equal proportion between the Graduate and Non-Graduate Cadres.

(iv) New posts which may be created from time to time in excess over the present strength in each grade may be distributed in the following proportion between the two cadres:—

	<i>Graduate Cadre,</i>	<i>Non- Graduate Cadre.</i>
1 Assistant Superintendents (Rs. 250—20—450)...	1	1
2 Junior Engineers (Rs. 200—25—350) ...	1	1
3 Operators (Rs. 150—10—200) ...	1	1

(v) Non-Graduates may be given reasonable chances to rise up to the rank of Assistant Superintendents in grade Rs. 250—20—450. Vacancies in this grade may be filled up by promoting eligible Junior Engineers in the order of seniority and merit in the respective cadres. Non-Graduates who are Non-Diploma Holders would not be entitled to be promoted as Assistant Superintendents.

(vi) Vacancies in the grade of Junior Engineers (Rs. 200—25—350) may be filled up as follows:—

(a) *Graduate Cadre.*—Twenty-five per cent by direct recruitment of Probationers and 75 per cent by promotion of eligible Graduate Operators in the grade of Rs. 150—10—200 on the basis of merit and seniority.

(b) *Non-Graduate Cadre.*—All vacancies in this grade should be filled up by promotion of suitable Operators who are Diploma Holders in the grade of Rs. 150—10—200. Promotions to both the cadres may be made by selection in consultation with the Public Service Commission.

(vii) *Operators in grade Rs. 150-10-200:—*

(a) *Graduate Cadre.*—All vacancies should be filled up by direct recruitment as per rules of recruitment, the minimum qualification being B.E. (Electrical or Mechanical) of the Mysore University or equivalent qualification. The candidates so appointed will be on probation for a period of two years during which, they will be drawing Rs. 116 per month. After successful completion of their probationary period they will be started on Rs. 150 in grade Rs. 150-10-200.

(b) *Non-Graduate Cadre.*—All the vacancies in the grade of Rs. 150—10—200 may be filled up by promotion of eligible Operators who are Diploma and Certificate Holders in the grade of Rs. 100—10—150.

(viii) *Operators in grade Rs. 100—10—150.*—Vacancies in this grade should be filled up by promoting eligible Operators in grade Rs. 50—5—100 in the order of seniority as follows:—

95 per cent of the vacancies should be filled up by promotion of eligible Diploma and Certificate Holders in grade Rs. 50—5—100 and the remaining 5 per cent by promotion of deserving and suitable officials of the Maintenance Establishment working in the grade Rs. 50—5—100.

(ix) *Operators in grade Rs. 50—5—100.—*

- (a) 85 per cent of the vacancies in this grade shall be registered, classified and filled up by direct recruitment as per rules of recruitment. Diploma and Certificate Holders will be started on Rs. 60 and Rs. 50 per mensem respectively and will be absorbed in the grade after the successful completion of the probationary period of two years.
- (b) The remaining 15 per cent of the vacancies may be filled up by promotion of suitable men working in the Maintenance Establishment in the ratio of 3 special to 1 general. In case suitable persons do not become available to the extent required, the remaining vacancies should also be filled up by direct recruitment.

B. ALLOCATION.

(i) *Graduate Cadre.—*Allocation to this cadre may be as follows :—

- (a) The eleven Graduates who are now working in grade Rs. 150—10—200 may be allocated in the order of seniority.
- (b) All Graduates who are now working in the grades Rs. 100—10—150 and Rs. 50—5—100 and who have put in two years or more of satisfactory service may be allocated to the grade of Rs. 150—10—200 in the ratio of 3 special to 1 general.
- (c) Such of those persons among Graduates as are found surplus for want of vacancies in the grade of Rs. 150—10—200 may be shown against the vacancies in the grade of Rs. 100—10—150 and given the pay of Rs. 150 per month. They may be absorbed in the grade of Rs. 150—10—200 as and when vacancies occur.
- (d) Those who have put in less than two years of service may be continued as Probationers on Rs. 116 per month and shown against the vacancies in grade Rs. 50—5—100 till the completion of their probationary period or till they are absorbed in the higher grade. These candidates should be absorbed in the ratio of 3 special to 1 general as and when vacancies occur. Till then the required number of vacancies in the grade of Rs. 50—5—100 may be kept unfilled.
- (e) Since the Graduates, who are already working in the Department are reported to be doing good work, they may, as a special case, be given the benefit of regularisation of appointuents from the dates of their first appointment in the cadre, the formalities prescribed under the rules of recruitment being waived subject to the condition that their relative ranks are fixed in the order of classification.
- (f) Six vacancies in grade Rs. 50—5—100 may be reserved every year for recruitment of Graduate Probationers till

a sufficient number of vacancies becomes available in grade Rs. 150—10—200. Six Graduate Probationers may be recruited every year in the ratio of 3 special to 1 general and shown against the vacancies in grade Rs. 50—5—100. They may be given Rs. 116 per month during the period of probation and thereafter Rs. 150 till they are absorbed in the grade Rs. 150—10—200.

(g) All Graduates in higher grades may be allocated in the respective grades.

(ii) *Non-Graduates*.— All Non-Graduates in the grades of Assistant Superintendents and Junior Engineers and in the grades of Operator (Rs. 150—10—200, Rs. 100—10—150 and Rs. 50—5—100) shall be allocated in the respective grades in the Non-Graduate cadre in accordance with the principles enunciated above.

(iii) The concession sanctioned in para B (i) (e) *supra* will not apply to candidates recruited on local basis after 1st January 1953. All existing and future vacancies classified as direct recruitment should be reported to the Public Service Commission for advertisement.

(iv) The Non-Graduate Officers who have already been promoted to the higher grades prior to 1st January 1953, on a permanent or acting basis, may be allowed to continue in those grades and be shown against the posts to which they are so promoted, treating the arrangement as personal to them. Those who have reverted or may revert after 1st January 1953, for want of vacancies in those grades or for other reasons or those who have been promoted after 1st January 1953, are not eligible for the above concession.

2. After a consideration of these proposals, Government are pleased to direct that the principles for recruitment and promotion to the executive establishment of the Electrical Department recommended by the Public Service Commission be approved with the modification that there need be no reservation of vacancies even as a temporary measure in grade Rs. 50—5—100 for recruitment of Graduate Probationers as proposed at B (i) (f) above. The other proposals of the Commission for the creation of two separate cadres, *viz.*, the Graduate and the Non-Graduate Cadres as in the case of the Public Works Department, the re-allocation of existing personnel between the two cadres and the upgrading of fifty appointments on grade pay of Rs. 100—10—150 to those on Rs. 150—10—200, are also approved.

3. An allocation statement on the basis of the above orders may be prepared by the Chief Electrical Engineer and forwarded for orders of Government.

D. K. SRINIVASACHAR,

*Secretary to Government,
Electrical Department.*

To—The Chief Electrical Engineer.

The Accountant General in Mysore, Bangalore through the Financial Secretariat.

The Chief Secretary to Government.

The Secretary, Public Service Commission through the Education Secretariat.

The Chief Accounts Officer, Electrical Department through the Financial Secretariat.

Annexure 10.

PROCEEDINGS OF THE GOVERNMENT OF MYSORE.

READ—

Government Order No. Fl. 10885-92—G.F. 195-48-2, dated the 14th June 1949 directing among other things that the charges on account of the establishment of the Palace Electrical Department hitherto charged to the Palace Civil List be transferred to the control of the Electrical Department with effect from 1949-50.

2 Government Order No. Fl. 10893—G.F. 195-48 3, dated the 14th June 1949 directing that the supply of power in respect of Palace lights and other lighting and illumination on State occasions might be treated as free and that in respect of works and repairs necessary provision might be made under 'XXV-A Hydro-Electric Works' by suitable reappropriation.

3 Government Order No. E.D.S. 590-93—Elecl. 70-49-2, dated the 12th August 1949 sanctioning the proposals of the Chief Electrical Engineer to continue the existing procedure of carrying out the electrical works of the Palace, Mysore.

4 Government Order No. E.D.S. 16303-16408—C.B. 69-50-4, dated the 6th February 1951 regarding the liability of Government for bearing expenditure of the Palace Departments.

5 Government Order No. E.D.S. 3831-35—Elecl. 70-49-41, dated the 22nd—25th October 1951 directing that the staff of the Palace Electrical Department and the stores at book value as on 30th June 1949 be taken over by the Electrical Department and the value of the stores paid to the Palace.

6 Correspondence ending with letter No. Adm.—C-305—27783, dated the 26th August 1953, from the Chief Electrical Engineer forwarding for sanction of Government a proposition statement, duly verified by the Chief Accounts Officer, Electrical Department, showing the grades as existing and as proposed and requesting approval to—

(a) the continuance of the superannuated staff (maintenance) up to 31st March 1952 ;

(b) the exemption of the following officials of the Palace Electrical Department from the operation of the recruitment rules as they are unqualified ; and

(c) the installations serviced in the Palace subsequent to the taking over of the Palace Electrical Department being supplied with electric power free of charge.

<i>Names</i>	<i>Designation of the post to be absorbed.</i>	
Sriyuts—		
1. A. Narasinga Rao	...	II-Division Clerk
2. B. Y. Sundararaja Iyengar	...	do
3. N. Dasappa	...	do
4. T. S. Narayana Murthy	...	do
5. H. Krishna Rao	...	Operator
6. K. Ramaswamy	...	do
7. M. Veerabhadraswamy	...	Draughtsman
8. N. Nanjundaswamy	...	Electrician and Mechanic

7. Un-official Note No. 28—52-53—P.S.C., dated the 20th June 1952, from the Secretary, Mysore Public Service Commission, offering the views of the Commission in the matter.

ORDER No. E.D.S. 3852-57—ELECT. 244-51-30,
DATED BANGALORE, THE 14TH DECEMBER 1953.

It is ordered that the officials referred to under para (6) above, who do not possess the minimum qualifications, be exempted from the operation of the recruitment rules for purposes of their absorption in the Electrical Department. In the case of the maintenance establishment, no exemption is necessary and it may be absorbed in the maintenance establishment of the Department.

2. There should be no revision of the grades consequent on the absorption of the staff in the Department.

(Sd.) H. CHANNIAH,

For Secretary to Government,
Electrical Department.



मन्त्राणां च अर्थः

Annexure 11.

PROCEEDINGS OF THE GOVERNMENT OF MYSORE.

READ—

Government Order No. E.D.S. 3852-57—Elecl. 244-51-30, dated the 14th December 1953, exempting certain officials of the Palace Electrical Department, from the operation of the recruitment rules for purposes of their absorption in the Electrical Department.

2. Letter No. 6375, dated the 3rd May 1954, from the Chief Electrical Engineer, reporting that all the clerks of the Palace Electrical Department have now represented that, had they remained in Palace Department, they would have got at least the benefit of the revision of scales of pay—Ministerial establishment of the Palace Department from 1st August 1953 as hereunder :—

			Rs.
Grade I	...	...	90—6—150
Grade II	...	...	50—5—100
Grade III	...	...	40—3—70
Grade IV	...	...	25—2—35

and that he is also of the opinion that these employees should as a special case, be absorbed as II Division Clerks of the Electrical Department in grade Rs. 40-2-50/E.B. 3-80 which is more or less equal to the III Grade Clerks of Palace Department in grade Rs. 40-3-70 and therefore requesting orders of Government to absorb the officials as II Division Clerks from the dates of their transfer to this Department.

3. Un-official No. G. P.S.C., dated the 23rd July 1954, from the Secretary, Mysore Public Service Commission, stating that the commission has no objection to the officials in question being absorbed as II Division Clerks in grade Rs. 40-2-50/E.B. 3-80.

ORDER No. E.D.S. 3084-87—Elecl. 66-54-2, DATED BANGALORE,
THE 7TH SEPTEMBER 1954.

The proposals of the Chief Electrical Engineer as agreed to by the Mysore Public Service Commission is approved.

(Sd). H. CHANNIAH,

For Secretary to Government,
Electrical Department.

Annexure 12.

GOVERNMENT OF MYSORE.

FINANCE DEPARTMENT.

G.O.No. Fl. (B) 12106-206—C.R. 28-53-1, dated
30th November 1953.

Special Locality Allowances.

Prescribes certain revised rules in respect of ... to the staff of certain departments.

ORDER NO. FL. (B) 12106-206—C.R. 28-53-1, DATED
BANGALORE, THE 30TH NOVEMBER 1953.

With a view to securing uniformity in the grant of Special Locality Allowances, and bringing the rules in paragraphs 5 to 10 of Appendix VII of the Appendices and Forms to the Mysore Civil Account Code, Volume I, up-to-date, the following rules are prescribed in supersession of the existing rules with effect from 1st September 1953 :—

(1) Officers in superior service who are stationed at places specified below, and whose emoluments do not exceed Rs. 50 (Rupees fifty only) per mensem, will be permitted to draw "Special Locality Allowance" at the rate of one anna per rupee subject to a minimum of Rs. 1-8-0 per mensem,—

- | | | |
|--------------------------|-----|---|
| (1) Chitaldrug District | ... | Hiriyur and Babbur Farms. |
| (2) Kolar District | ... | Kolar Gold Fields Area including Bangarpet Taluk. |
| (3) Mysore District | ... | (a) Heggaddevankote Taluk.
(b) Hunsur Taluk.
(c) Krishnarajanagar Taluk.
(d) Periyapatna Taluk. |
| (4) Hassan District | ... | (a) Manjarabad Taluk
(b) Belur Taluk.
(c) Alur Taluk. |
| (5) Shimoga District | ... | (a) Shimoga Taluk.
(b) Shikaripur Taluk.
(c) Sorab Taluk.
(d) Sagar Taluk.
(e) Hosanagar Taluk.
(f) Thirthahalli Taluk.
(g) Kumsi Taluk.
(h) Bhadravati Taluk. |
| (6) Chikmagalur District | ... | (a) Chikmagalur Taluk*
(except the villages Ajjampur Hobli and Ajjampur Town).
(b) Tarikere Taluk.
(c) Koppa Taluk.
(d) Mudigere Taluk.
(e) Narasimharajapura Taluk. |

- (7) Mandya District ... (a) Mandya Taluk.
 (b) Maddur Taluk.
 (c) French-Rocks Taluk.
 (d) Krishnarajpet Taluk.

Special Locality Allowance is admissible also to the staff of the Malarial Experimental Station at Nagenhalli.

- Note.*—1. House Rent Allowance or the rental value of free quarters where provided need not be included for arriving at the total emoluments of an employee for the purpose of granting him Special Locality Allowance.
2. For fixing the money limit of Rs. 50 for calculation of Special Locality Allowance as well as for calculating the amount of allowance, the term “emoluments” will include allowances of all kinds, excluding Travelling, Conveyance and House Rent Allowances and pension, if any, for past service.

No. Fl. (B) 12106-206.—C. R. 28-53-1, dated 30th November 1953.

Members of menial establishments working in the areas specified above will not be entitled to any Special Locality Allowance.

(2) In respect of Primary School Teachers in the following taluks, the rate of Special Locality Allowance will be at four annas in the rupee of pay.

- 1 Sagar.
- 2 Thirthahally
- 3 Hosanagar
- 4 Mudigere
- 5 Koppa including Sringeri
- 6 Narasimharajapura
- 7 Sakalespur
- 8 Chickmagalur Taluk—Schools situated in the following hoblis.—

- (a) Kandya
- (b) Vastara
- (c) Avathi
- (d) Aldur
- (e) Jajara

The above concession is extended to attendance officers of compulsory attendance scheme of Thirthahally, Koppa, Sringeri and Narasimharajapura Taluks.

(3) The following are the rates of Special Locality Allowances admissible to the officers of the Police Department :—

- (i) All Police constables in Bangalore and Mysore Cities and Constables of Bangalore and Mysore Districts and Railway Polices with headquarters at Mysore and Bangalore at Rs. 2. (Rupees two) each. (This allowance is termed as City Allowance).

(ii) Armed Reserve Constables irrespective of the place they are stationed in the State at Rs. 2. (Rupees two) each.

(iii) The Police staff at K. G. F. ;—

	Rs.	
1 Daffedar	... 10	} (to cease with the present incumbents.
40 Daffedars	... 4 each	
23 Police Constables	... 5 „	
211 do	... 2 „	
36 do	... 1 „	
Jamedars	... }	} 5 each
Subedars	... }	
Havildars and Naiks	... }	

The Police staff at Hiriya and Vanivilaspura. Twenty per cent of pay as Malnad Allowance.

(4) The operation and Maintenance Establishment at Jog are entitled a Locality Allowance of twenty per cent of the pay.

(Sd). N. MADHAVA RAO,
Secretary to Government,
Finance Department.



வாய்மையே வெல்லும்

ANNEXURE .3.

GOVERNMENT OF MYSORE.

FINANCE DEPARTMENT.

G.O. No. Fl. (B) 3935-4034—Pens. 3-55-1, dated 30th June 1955.

Pension Cases.

Issues instructions regarding the speedy disposal of — pending in the several Departments of the State.

CIRCULAR.

NO. FL. (B) 3935-4034—PENS. 3-55-1, DATED BANGALORE,
THE 30TH JUNE 1955.

Reference is invited to the instructions issued in Government Order No. Fl. 6212-361—S. & A. 51-54-3, dated 12th January 1955, for the speedy disposal of pension cases and proper maintenance of Service Registers of Government servants.

The Revenue Commissioner in Mysore, Bangalore, has brought to notice that the number of pension cases pending disposal in the several Departments continues to be large and that many of the cases are pending for more than three years. He has examined in detail the cause for such abnormal delay in the disposal of a large number of pension cases and recommended the adoption of certain remedial measures for obviating delay.

The suggestions of the Revenue Commissioner, and the remarks of the Accountant General, Mysore, thereon, briefly indicated in the statement annexed to this.

The suggestions of the Revenue Commissioner as modified by the Accountant General, Mysore, are approved. Heads of Departments are requested to issue necessary instructions in this behalf to subordinate officers and to see in the course of tours and periodical inspections that these instructions are adhered to strictly. The Departmental Officers should take personal interest and see that all the pending cases are disposed of by furnishing the required particulars to the Accountant General.

N. MADHAVA RAO,
*Secretary to Government,
Finance Department.*

To—The Accountant General, Mysore, Bangalore.
The Revenue Commissioner in Mysore, Bangalore.
Heads of Departments.
Secretaries to Government.
Deputy Commissioners of Districts.
The Commissioner, Corporation of the City of Bangalore.
The Commissioner, Municipal Council, Mysore.
The Commissioner, Municipal Council, Davangere.
The Commissioner for Local Self-Government in Mysore.
The Compiler, *Mysore Gazette*.
The Special Officers (District Boards).

Exd.—R.S.

ANNEXURE.

Suggestions of the Revenue Commissioner in Mysore	Remarks of the Accountant General, Mysore, Bangalore.
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Quarterly and annual inspection of the Service Book
by the Government servant concerned.

The officials should be asked to go through the entries of the Service Registers once every quarter or half year and they should certify in the Service Register that the entries are correct and that there are no omissions.

The rules in the M.S.R. already provide that it is the duty of every Government servant to see that his Service Book is properly kept up (*vide* Article 371 *ibid*). For this purpose, the Head of the Office will allow the Government servant to examine the Service Book should he at any time desire to do so. The entries in the Service Books should also be signed by the Government servant in column 23 when an entry is made. There is also no objection for the examination of the Service Book by the Government Servants every quarter.

नियमन जयन्त

Maintenance of duplicate Service Books by a Government
servant at his option.

Many pension cases have been delayed on account of the loss of Service Registers. In order to obviate the difficulty it is suggested that the officials may be permitted to maintain duplicate Service Registers. This Service Register will be with the official but the entries will be made by the Head of the Office.

The maintenance of a duplicate Service Book by a Government servant is not permissible. In the event of the original Service Book being lost a fresh one may be opened and particulars of previous service recorded therein, with reference to such office records as may be available at the time. If it be found impossible to verify the service otherwise, the procedure prescribed in Article 415(4), Mysore Service Regulations may be followed.

Suggestions of the Revenue
Commissioner in Mysore

Remarks of the Accountant General,
Mysore, Bangalore

Forwarding Service Register along with the Last Pay Certificate with the transferred official in a sealed packet.

It is necessary to make it a rule that whenever an official is transferred from one office to another his Service Register should invariably accompany the Last Pay Certificate of the official, an entry being made in the L.P.C. that the Service Register is also enclosed.

Service Registers may therefore be forwarded along with the L.P.C. with the transferred official in a sealed packet.

The service Book may be forwarded along with the Last Pay Certificate but it should not be made over to the Government servant (*vide* Article 376, Mysore Service Regulations).



Insisting on the Inspecting Officers to scrutinise a certain percentage of Service Books.

The Inspecting Officers may scrutinise a certain percentage of Service Registers; perhaps 20 per cent of the Service Registers can be so scrutinised.

Article 380, M.S.R. lays down that it is the duty of Government servants inspecting Subordinate Offices to inspect Service Books maintained there. It is not desirable to restrict this work to a percentage check of the Service Books.

Departmental Officers may refer to the detailed instructions laid down in Articles 368 to 381 of the M.S.R., Articles 173 to 176 of the Mysore Financial Code, Volume I in regard to the maintenance of Service Books of non-gazetted Government servants, and follow the rules scrupulously.

Suggestions of the Revenue Commissioner in Mysore	Remarks of the Accountant General, Mysore, Bangalore
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Nature of vacancy on first appointment.

Details regarding the nature of vacancy under officiating, temporary, etc., tenures are not forthcoming in the departmental books, and in certain cases this dates back to 25 or 30 years and the same cannot be furnished at this distance of time.

In the absence of entries in the Service Book regarding the nature of the vacancy in which the temporary or officiating service or service on probation is rendered by a Government servant prior to his confirmation, such service will be counted as qualifying service for pension to the extent of half or full, according as such service is less than or equal to and more than five years, under Article 226, M.S.R. in cases of retirements or death on or after 1st July 1950 without further consultations with the Departments concerned. In the case of persons now in Government service a programme of examination of their service records should be undertaken, priority being given in the descending order of age with a view to determining the extent of temporary service counting for pension.

Date of Confirmation.

In the Electrical Department, a number of employees were taken on temporary pay rolls and subsequently absorbed in the permanent pensionable establishment and no Service Registers were opened. Hence information in regard to the date of confirmation is not forthcoming.

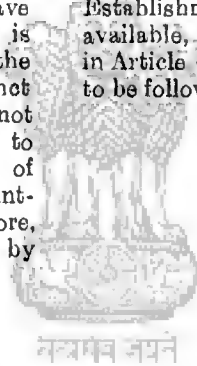
In cases where the departments are unable to verify the vacancies and order confirmation, orders of Government should be obtained in each individual case for the grant of pension in accordance with the provisions contained in Exception to Article 226, M.S.R.

Suggestions of the Revenue Commissioner in Mysore	Remarks of the Accountant General Mysore, Bangalore
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Baraward Extracts.

Baraward extracts do not form part of the permanent records of an office. Hence in the case of service of officers relating to periods extending to 20 to 30 years back, Barawards are not forthcoming. In some cases the offices have been wound up and it is difficult even to trace the records of the defunct office. Hence it is not always possible to furnish extracts of Barawards to the Accountant General, Mysore, whenever required by him.

If for certain portion of the service rendered by a Government servant prior to 1930-31, Baraward extracts are not available in the departmental offices, such service, would be verified with reference to the available Annual Establishment returns on record in the Accountant General's Office. For periods for which the Annual Establishment Returns are not available, the procedure prescribed in Article 415 (4), M.S.R., would have to be followed.



Suspension, Removal or Dismissal.

In certain cases officials have been reinstated in service after suspension, removal or dismissal from service. In such cases, no mention has been made in the Service Registers as to whether the previous service put in by the official counts for pension or not. In such cases, the Departments will have to obtain sanction of Government giving details in each and every case, and this procedure causes avoidable delay.

The declaration need not necessarily be recorded at the time of reinstatement. Necessary declaration may be recorded in the Service Register at the time of sending the pension records to the Accountant General's Office if it has not been so recorded earlier. In cases where the lien of the official is restored and the period between the date of dismissal and the date of reinstatement is treated as leave to which the official was entitled at the time of dismissal, no declaration would be necessary as there would be continuity of service.

Suggestions of the Revenue Commissioner in Mysore	Remarks of the Accountant General, Mysore, Bangalore.
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Excess Leave.

Leave has been granted in certain cases in excess of the title and it is not possible at this distance of time to regularise such grants of leave unless the circumstances under which the leave was sanctioned, etc., are examined in detail.

In accordance with Article 152, M.S.R., the authority competent to sanction the leave may commute the whole or any portion of leave granted under the M.S.R. retrospectively into any other kind of leave which was admissible when the original leave was sanctioned. Therefore, it would be necessary that in cases where the excess leave granted is pointed out by the Accountant General's Office, the authority competent to sanction the leave should examine whether any commutation of leave is possible and fix the amount of excess leave allowances to be recovered. The amount so fixed by the competent authority will be recovered by the Accountant General's Office from out of the pension or gratuity admissible to the Government servant.

Contribution.

The pendency in regard to the recovery of contributions in the Medical and Public Health Departments is fairly heavy. It is necessary that the Local Bodies pay their Contributions and rules have to be framed making the Departments responsible for the prompt collection of these dues.

Reference is invited to G.O. No. Fl. (B) 16535-634—C.R. 41-54-4, dated 1st March 1955, ordering that the recovery of contribution due from Local Bodies and other foreign employees for the periods prior to 1st April 1950 may be deemed to have been recovered or waived by competent authority and that in cases where, for any special reasons, recovery of contributions subsequent to 1st April 1950, is not susceptible of verification, Government may specially order waiving of the recovery. In view of this details of credits of pensionary contribution subsequent to 1st April 1950 would require to be invariably furnished. The fact of recovery of leave and pension contribution should be got entered in the Service Books or the History of Services by the Accountant General's Office, in the case of Government servants who are transferred to foreign service.

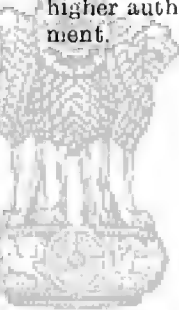
Suggestions of the Revenue
Commissioner in Mysore

Remarks of the Accountant General,
Mysore, Bangalore

Policemen employed to guard Electrical Installations— Recovery of Contribution.

In the case of the Electrical Department they employ a number of policemen for guarding electrical installations and they seem to be in the habit of crediting lumpsums to the account of the Police Department for the number of policemen employed. Since no detailed accounts are maintained, it is not possible to furnish details with regard to each and every policeman employed. The Accountant General may be empowered to pass all pension claims of the employees of the Police Department when once the officer concerned, *i.e.*, the District Superintendent of Police or any other higher authority certifies to the effect that the contribution due has been received and credited to the account of Government.

The certificate suggested by the Revenue Commissioner to the effect that the contribution due has been received and credited to the Government account may be got recorded in the Service Book of the Government Servant concerned by the Chief Accounts Officer, Electrical Department, instead of by the District Superintendent of Police or any other higher authority of the Police Department.



Alteration of entries in the Service Register.

It is quite common for certain entries to be made in the Service Registers and the officer concerned does not attest them by oversight. In such cases, the Accountant General may assume that all such unattested entries are made in good faith and are correct.

The Departmental Officers may be instructed to examine all the Service Books carefully before sending them to the Accountant General's Office and arrange that all corrections and alterations and important entries are attested by the Heads of Offices concerned. Unattested entries will, however, be accepted if there is *prima facie* nothing to doubt the validity of the entries.

Suggestions of the Revenue
Commissioner in Mysore

Remarks of the Accountant General,
Mysore, Bangalore

Annual verification of entries in Service Book.

Annual verification certificates have not been entered at all in many Service Books. At this distance of time, it is not possible for the present officers to give the certificate that the entries at the end of say 1924-25 are in order without which the Accountant General will not admit the claims.

The Accountant General may be requested not to insist upon such certificates and to assume that the annual verification has been done properly and the entries are in order. This may be made applicable only to those cases pending with the Accountant General on 1st December 1954.

The procedure prescribed in Articles 378 and 379, M.S.R., regarding annual verification of services should be strictly followed in future. The instructions given in this regard in G.O. No. Fl. 6212-361—S. & A. 51-54-3, dated 12th January 1955 and G.O. No. Fl. 7233-432—S. & A. 51-54-5, dated 19th March 1955 should also be borne in mind.

As regards the cases pending on 1st December 1954, the proposal of the Revenue Commissioner in Mysore, is acceptable if the entries in the Service Book are continuous.

Confirmation of Officials in the Education Department.

In the Education Department the scales of pay seem to have been revised a number of times and the confirmation of the officials in each and every grade, every time there is such a change, has not been done and cannot be done either now. The Accountant General may therefore overlook this omission and pass the claims.

The confirmation is not insisted in cases of Government servants who have been confirmed and whose scales of pay are revised subsequently. Confirmation is necessary in respect of Government servants who have not been confirmed in the original scale of pay before its revision and allocated in the new post or substantively allocated in the new scales. Now that there has been no general revision since 1947, the Service Books of Government servants of Education Department should be carefully examined, priority being given in descending order of age, and action taken to confirm the Government servants against their appointments where originally they had not been confirmed.

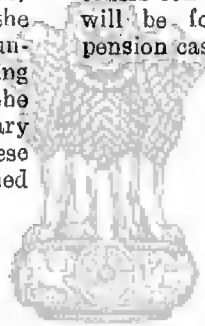
Suggestions of the Revenue
Commissioner in Mysore

Remarks of the Accountant General,
Mysore, Bangalore

Temporary Service rendered in Temporary Establish-
ment of the Electrical Department.

In the Electrical Department a number of employees were taken on temporary Pay Rolls and subsequently absorbed in the permanent pensionable establishment and no Service Registers were opened. It is, therefore, not possible to furnish the information to the Accountant General regarding pay, etc., drawn by the officials while in temporary service on Rolls, as these rolls are not maintained indefinitely.

Reference is invited to Notification No. Fl. (B) 13214—C.R. 1-54-94, dated 15th December 1954, permitting the acceptance of the certificates of employment granted by retired Gazetted Officers even after the lapse of years when they are countersigned by the Chief Electrical Engineer. The orders conveyed in the Notification will be followed in finalising the pension cases of the Department.



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Annexure 14,

(Labour Department)

Months	1945	1946	1947	1948	1949	1950	1951	1952	1953	1954	1955
January	..	195	194	252	273	300	302	328	349	357	307
February	..	198	197	255	269	297	302	347	346	331	304
March	..	196	200	259	279	300	302	341	344	328	
April	..	196	200	257	275	297	307	354	344	323	
May	..	197	202	265	278	300	311	353	344	323	
June	..	198	203	269	288	302	311	351	346	325	
July	..	199	241	270	286	303	319	346	347	321	
August	..	201	243	267	287	301	328	345	334	318	
September	..	195	241	270	299	296	329	346	341	312	
October	..	195	242	273	305	300	333	340	340	309	
November	..	195	242	275	304	305	330	342	340	307	
December	..	193	246	273	298	305	326	343	336	307	
Average	..	197	221	265	287	301	317	346	343	320	

N.B.—Fractions are rounded off to the nearest number.

STATEMENT "A".

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Sl. No.	Designation	Mysore	Madras	Andhra	Travancore	Hyderabad
1	Sweepers and Scavengers	Rs. 18- $\frac{1}{2}$ -33 (Urban) 14- $\frac{1}{2}$ -18 (Rural)	Rs. 18- $\frac{1}{2}$ -25	Rs. Pay fixed with reference to local market rate of the District. Do Do	Rs. Contingent employees Rs. 5 $\frac{1}{2}$ +7 $\frac{1}{2}$ allowance. 25- $\frac{1}{2}$ -30 25- $\frac{1}{2}$ -30 (Gardeners) 25- $\frac{1}{2}$ -46 (Watchmen) 25- $\frac{1}{2}$ -30	Rs. 18- $\frac{1}{2}$ -21 21-1-26 ...
2	Menials (Peons)	18- $\frac{1}{2}$ -22	18- $\frac{1}{2}$ -25	Do		
3	Gardeners and Watchmen	14- $\frac{1}{2}$ -18 (Urban) 25-1-30 (Rural)	18- $\frac{1}{2}$ -25	Do		
4	Cleaners—Telephone Boys	25-1-30	18- $\frac{1}{2}$ -25	18- $\frac{1}{2}$ -25		
5	Coolies	25-1-30	20-1-25	20-1-25		
6	Fitter Cooly, Laboratory Helper, Store Helper, Anti-malarial Cooly.	25-1-30	20-1-30	20-1-30		
7	Helper-Pipe Line Fitters, Trolley Helpers (Winder Mates), Tool- keepers, Pump House Assistants.	30-1-35	25-1-35	25-1-35	Blacksmiths and Car- penters 25- $\frac{1}{2}$ -35	...
8	Plumbers, Fitters, Stone Cutters, Crane Drivers, Asst. Wiremen, Blacksmiths, Hammernmen, Machine men.	35-2-45	30-1-40 35-1-45	30-1-40 35-1-45	25- $\frac{1}{2}$ -30 25- $\frac{1}{2}$ -35 30-1-40-2-50	Work charged ...
9	Fitters, Machinemen, Blacksmiths, Welders, Carpenters, Gauge Readers, Tinsmen, Instrument Mechanics, Wiremen, Lorry Drivers.	45-3-60	40-1-50 40-1-55 50-2-60	45-2-60 45-2-65-1-70	30-2-60 35-3-65/E.B. 3-80	...

STATEMENT A.—*concl'd.*

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Sl. No.	Designation	Mysore	Madras	Andhra	Travancore	Hyderabad
10	Blacksmith, Workshop Assistant, Mechanics I Class, Crane Drivers, I Grade Lineman, II Grade Tester, Chargeman, Carpenter, Masons, Sarang Tractor Drivers, 6-Ton Lorry Drivers.	Rs. 60-4-100	Rs. 45-2-65 60-2-80 70-3-100	Rs. 60-3-90 50-2-70	Rs. All Regular Establishment : 35-3-65/E.B. 3-80. 40-3-55-4-75/E.B. 5-100. Sarang : 30-1-40-2-50 Overseer and Draftsmen : 40-3-55-4-95/E.B. 5-120. Shift Operators, Meter Inspector, Lab. Asst.: 54-2-56-2/8-81/E.B. 3/8-130. 40-3-55-4-75/ E.B. 5-100.	Rs. ...
11	Sub-Station Operators, Power House Drivers, Chargemen, Oil Testers, Surveyors, Assistant Operators, Assistant to Hydraulic Operators, Telephone Inspectors, I Grade Testers (Lab. Assistant Winders), Load Surveyors (Statisticians, Line Inspectors, Draftsmen, Assistant Foremen.)	50 3-100	60-3-90 70-3-100	71-3-100 70-2-90-3-120	Work charged Establish-ment.	
12	Line Inspectors, Foreman II Grade, Operators, Laboratory Assistants, Statistician, Draftsman, Telephone Supervisors.	100-10-150	90-5 120 120-5-150	100-5-150 120-5-150	130-4-154/ E.B. 6-180.	
13	Foreman I Grade, Senior Operator, Senior Line Inspectors, Draftsman, Statistician, Senior Telephone Supervisor.	150-10-200	150-5-180 125-5-175-10-225.	150-5-180	125-7/8-200	...
14	Junior Engineers ...	200-25-350 (Gazetted)	150-10-250 (Non-Gazetted)	150-10-250 (Non-Gazetted)	125-10-225	...

STATEMENT "B"

(Ministerial Establishment)

<i>Designation</i>	<i>Mysore</i> Rs.	<i>Madras</i> Rs.	<i>Andhra</i> Rs.	<i>Travancore</i>	<i>Hyderabad</i>
1 Lower Division Clerks, Store Keepers.	40-2-50-3-80. 45-3-60-4-100 (Accts. Clerk, II Division)	45-3-60-2-90	45-3-60-2-90	40-4-55-4-95/ E.B. 5-120.	50-2½-75/E.B. 3-105.
2 Upper Division Clerks, Store Keepers.	60-5-90-6-150. 60-5-90-130- 10-180. (Accts. Clerk, I Division).	Grade I : 80-4-95-5-125 Grade II : 80-3-95-5-110	Same as in Madras	70-4-90-5-120/ E.B. 6-150.	105-4-129/E.B. 7-164-6-170-8½ 255/E.B. 13-320.
3 Steno-Typists, Typists	75-5-100-10- 150/E.B. 10-300. 45-3-60-4-100.	45-3-60-2-90. Spl. pay of Rs. 10 for Type- writing Higher and Rs. 35 for Stenographer.		One post on Rs. 50-4-70-5-105/ E.B. 7-140-8-180 and others on Rs. 40-3-55-4-05/ E.B. 6-105.	
4 Junior Superintendent (Accounts).	60-5-90-8-130- 10-180.	140-5-190	140-5-190	..	154-6-190
5 Senior Superintendent (Accounts).	180-10-300	190-10-240	190-10-240	70-4-90-5-120/ E.B. 6-150.	170-8½-225
6 Divisional Accountants (Superintendents).	180-10-300	130-10-250/E.B. 15-335.	..	125-5-175	..
7 Stock Verifiers	180-10-300	140-5-190	..	135-5-175	

STATEMENT 'D'—FACILITIES TO EMPLOYEES

Sl. No.	Items	Mysore	Madras	Andhra	Travancore	Hyderabad
1	House	The houses given are some of the best; built according to health standards. The idea of giving quarters is for them to be available in an emergency. This is however not necessary for non-essential services.	Wherever power houses or major sub-stations exist, quarters are provided to the <i>operation shift</i> staff. In Generating Station areas, quarters are available for occupation to members other than operation shift staff on payment of prescribed rates. Monthly paid operating staff who are not allotted departmental quarters in certain Municipal towns are given house rent allowances.	No free quarters are provided for the non-gazetted. Admissible only to establishment staff stationed in the project areas.	No free quarters are provided to non-gazetted officers.	No free quarters for non-gazetted officers
2	Free lighting	Given to all maintenance men and non-gazetted officers. No limit.	Free supply of electricity to the staff employed in Pykara only with certain limitations. Peons and Maistries 15 units Clerks and Supervisors 25 " Junior Engineers 30 " Asst. Engineers 60 " D.E.E. 100 Meter rent is recovered. Energy consumed in excess charged at usual rates.	Free lighting only in Project areas.	No free supply of Electrical Energy is allowed.	Free lighting not permissible. But at a concession rate of 0-1-6 per unit for employees, sole benefit. Joint families charged at 0-4-0 per unit.

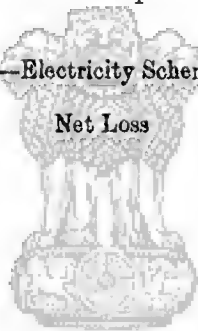
Paranassam :—Free electricity allowed as at Pykara. Those who are employed in big projects are treated under the above categories. Others are not eligible for these concessions.

Sr. No. Items	Mysore	Madras	Andhra	Travancore	Hyderabad
3 Free water Given		Permissible in Big Projects	Not permissible	Not permissible	No
4 Uniforms Only to peons		No	Uniforms only to Health Department under projects	Supplied to Machine staff whose pay is below Rs. 45.	Only for outdoor Executive Staff for identification.
5 Raincoats Supplied		Supplied—2 sets of rain coats at Hill Stations with 2 or more men and one in places where there is only one Lineman.	Sanctioned for those working in Machkand Hydro Scheme.	No supply for field staff.	Rain-coats for out-station use (only in 4 years).
6 Schools Provided—Even a High School at Jog.		None are provided	No	No	No
7 Medical Aid Provided in all Generating Stations and colonies.		Dispensaries in Generating Stations as required by Factory Act, for those who come under Factory Act.	Dispensaries only in project areas.	Dispensaries available in unhealthy regions where project works are undertaken.	No. Only first aid boxes provided.
8 Shift allow. No ance.		There are shift allowances at certain Generating Stations and Receiving Stations—10% of the pay.	Same as in Madras	No	No
9 Locality allowance Yes		Only for project works	Only for project works	Yes	None
10 Temporary labourers on wages on works	Usually absorbed in permanent maintenance establishment on availability of vacancies. After 2 to 3 years service payment of 4 month's pay for each year of service and 15 days' pay in lieu of notice will have to be considered in Mysore also.	Such of the labourers who have put in over 6 years' continuous service will be eligible for gratuity as per the rates 1/2 month's or 1 month's pay per year of service on discharge.	Advance notice of 15 days in respect of persons of more than 2 years' service or 15 days' or one month's pay for every year of service on discharge.	None of the employees are working under Factory Act.	After 10 years of qualifying service gratuity at 1/2 month's pay for each year of service.

Annexure 16.**GOVERNMENT OF MYSORE****ELECTRICAL DEPARTMENT****STATEMENT 'C'**

Result of Working of Electrical Department for the year 1954-55
as per Budget.

			Rs.
Gross Receipts	..	..	2,35,15,400
Working Expenses	..	..	1,60,09,400
			<hr/>
Net Receipts	..	..	75,06,000
			<hr/>
Interest on Capital Outlay—Electricity Schemes	88,54,000
			<hr/>
Net Loss	13,48,000
			<hr/>



नमो भगवते वासुदेवाय

Sd. G. CHANDY,
Chief Electrical Engineer.

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WORKING CLASSES COST OF LIVING INDEX FOR BANGALORE CITY FROM JANUARY 1949 TO FEBRUARY 1955 (BASED ON THE FIGURES OF LABOUR DEPARTMENT)

380

370

360

350

340

330

320

310

300

290

280

270

260

250

240

230

220

210

200

190

180

170

160

150

140

130

120

110

100

90

80

70

60

50

40

30

20

10

0

SCALE: ONE SMALL DIVISION = ONE POINT
(1" = 10 POINTS)

SCALE: 2 SMALL DIVISIONS = ONE MONTH (1/2" = ONE MONTH)

